



New Mexico Judicial Branch

Administrative Office of the Courts

Classification & Compensation Plan

Fiscal Year 2025

***Includes Fiscal Year 2026 & 2027 Judicial Officer
Compensation and Fiscal Year 2026 & 2027
Judicial Employee Compensation &
Fiscal Year 2026 Targeted Increases***

Honorable Julie J. Vargas, Chief Justice
New Mexico Supreme Court

Karl W. Reifsteck, Director
Administrative Office of the Courts

Sarah Jacobs, Deputy Director
Administrative Office of the Courts

Tamara A. Roybal, HR Director
Administrative Office of the Courts



Published July 17, 2026



Table of Contents

AOC Human Resources Division Staff	4
AOC Human Resources Division Vision, Mission & Values	5
New Mexico Court Systems & NMJB Judicial Officers	6
New Mexico Number of Justices and Judges	7
Judicial Officer Demographics FY2025	8
NMJB Judicial Officer Compensation FY2004-FY2027.....	9
Judicial Officer FY2026 Job Classification & Pay Schedule (effective 7/5/2025)	10
Magistrate Judges FY2026 Job Classification & Pay Schedule (effective 7/5/2025)..	11
Judicial Officer FY2027 Job Classification & Pay Schedule (effective 7/4/2026)	12
Magistrate Judges FY2027 Job Classification & Pay Schedule (effective 7/4/2026)..	13
New Mexico Judicial Officer Salary and Rankings	14
NMJB Judicial Officer Retirement (JRA & MRA)	15
NMJB Employee Retirement (PERA)	16
New Mexico Retiree Health Care Authority (NMRHCA).....	17
FY2025 Employee Demographics	18
NMJB Employee Total Benefit Compensation	19
NMJB Compensation Strategy to Attract, Motivate, and Retain Employees.....	20
FY2025 Employee Total Compensation	21
FY2025 NMJB Employee Total Compensation Breakdown	22
NMJB Salary Structure	23
CPI vs Legislative Increases 2019-2025	24
NMJB FY2026 Targeted Increases	25
NMJB FY2026 Targeted Increases Before & After by District	26
NMJB FY2026 Targeted Increases Before & After for SC, COA, & AOC	27
NMJB Employee Salary Adjustments (FY2015—2027)	28
NMJB Employee Salary Adjustments (FY2003—2014)	29





Table of Contents

NMJB Workforce Investment Plan Continued Successful Implementation	30
NMJB Salary Structure	31
NMJB Comparison Market	32
Salary Surveys & Assigned Alternative Pay Ranges	33
NMJB Employee Average Annual Salaries (FY2005 - FY2025)	34
NMJB Employee Average Compa Ratio (FY2005—FY2025)	35
NMJB Employee Average Compa Ratio by Judicial Entity (FY2014-FY2025)	36
NMJB Employee Average Compa Ratio by Judicial Entity (FY2005-FY2013).....	37
NMJB FY2025 Pay Ranges & Pay Rates (effective 7/7/2024)	38
NMJB FY2026 Pay Ranges & Pay Rates (effective 7/1/2025)	39
NMJB FY2025 Employees by Pay Range (FY2014-FY2025)	40
NMJB FY2025 Employees by Pay Range Graph (FY2014-FY2025)	41
NMJB FY2025 Average Hourly by Pay Range (FY2014-FY2025).....	42
NMJB Performance Appraisal Process	43
NMJB FY2025 Performance Evaluation Detail	44
NMJB Performance Evaluation Summary (FY2015-FY2025).....	45
NMJB Vacancy Averages Graph FY2004-FY2025.....	46
NMJB Vacancy Report Summary FY2004-FY2014.....	47
NMJB Vacancy Report Summary FY2015-FY2025.....	48
NMJB Job Classification Audit Process	49
NMJB Job Classification & Pay Schedule QR Code or hyperlink	50
NMJB Out-of-Cycle Adjustment Summary FY2006-FY2025.....	51
NMJB Out-of-Cycle Adjustment Detail by Judicial Entity FY2025.....	52
NMJB Position Reclassification Summary FY2007-FY2025.....	53
NMJB Position Reclassification Detail by Judicial Entity FY2025	54
Meet AOC HRD	55





AOC Human Resources Division

Email: AOCHRD-grp@nmcourts.gov

Phone: 505-470-7205

AOC Human Resources Division Director

Tamara A. Roybal
aoctar@nmcourts.gov

AOC Human Resources Deputy Director

Victoria Sandoval
aocvfg@nmcourts.gov

AOC HRD Statewide Project Manager Seniors

Samantha Abeyta
aocsaa@nmcourts.gov

Tyra J. Chavez
aoctjc@nmcourts.gov

AOC Human Resources Services Manager

Brittany Lucero
aocbll@nmcourts.gov

AOC Human Resources Project Managers

Sylvia Rodriguez aocscm@nmcourts.gov	Karen Carson aockmc@nmcourts.gov
Vacant	

AOC Human Resources Administrators

DeVonna Burns aocdcb@nmcourts.gov	Isaiah Baca aocijb@nmcourts.gov
---	---

Business Specialists

Gabriel Suazo-Amador aocgsa@nmcourts.gov	Faith Montoya aocfxm@nmcourts.gov
--	---

Georgia Duncan
aocgcd@nmcourts.gov



AOC Human Resources Division Vision, Mission and Values

VISION

To provide preeminent and collaborative services to the Judicial Entities we serve.

MISSION

The mission of the AOC HR Division is to provide the New Mexico Judicial Branch effective, engaging and innovative leadership, direction, guidance and services fostering a culture of high performance, respect and excellence to retain a talented and diverse workforce in order to maximize the state's ability to better serve the citizens of New Mexico.

VALUES

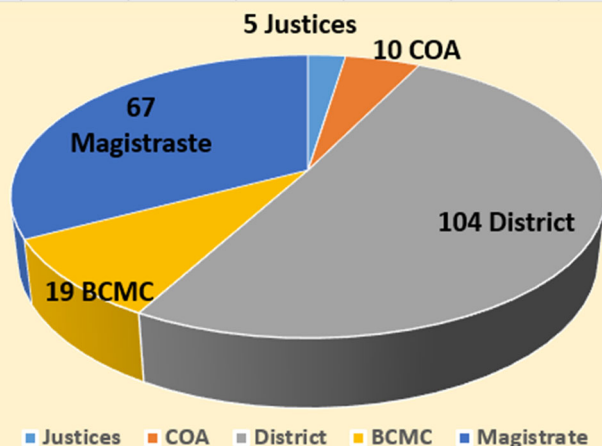
1. Require the highest ethical and professional standards.
2. Dedicated focus on excellence in customer service.
3. Committed to fostering a collaborative and dynamic working relationship with our customers.
4. Aspire to be the model of excellence and leadership in human resources.
5. Encourage collaborative problem-solving techniques to promote new ideas and innovation.
6. Foster a diverse and inclusive workforce.
7. Ensure a workforce trained to fulfill its potential.
8. Utilize technology to promote efficiencies.
9. Creative and collaborative problem solving.
10. Support open communication and constructive dialogue.
11. Cultivating a philosophy of work/life balance.



New Mexico Judicial Branch Judges

Under the New Mexico Constitution, the Judicial Branch is established as an equal branch of state government with the legislative and executive branches. The New Mexico Judicial Branch has a unified state court funding system and is a state-operated and state-funded unified court system.

The Constitution vests the State's judicial power in a Supreme Court, a Court of Appeals, court of general jurisdiction or district courts, and courts of limited jurisdiction. The Supreme Court has superintending control over all inferior courts.



PERSONNEL – Judges
*5 Supreme Court Justices
 10 Court of Appeals Judges
 104 District Court Judges
 19 Bernalillo County
 Metropolitan Court Judges
 67 Magistrate Court Judges*

Data as of July 1, 2026

New Mexico Court System

1 Supreme Court
 2 Court of Appeals
 33 District Courts in 13 Districts
 48 Magistrate Courts in 33 counties
 1 Metropolitan Court

33 Probate Courts*
 81 Municipalities; 83 Judges*
 *Probate and Municipal Courts are not under the
 AOC



Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation
New Mexico Judicial Branch

History—Number of Justices and Judges

Five Supreme Court
Justices
(5)

Ten Court of Appeals
Judges
(10)

Nineteen Metropoli-
tan Court Judges
(19)

Sixty-Seven Magis-
trate Court Judges
(67)

One Hundred and
Four District Court
Judges
(104)

Total
205

District Court	FY 2001- 2003	FY 2004 -2005	FY 2006	FY 2007	FY 2008- 2010	FY 2011	FY 2012- 2013	FY 2014	FY 2015- 2018	FY 2019- 2020	FY 2021	FY 2022	FY 2023	FY 2024- 2027
1st	7	7	7	7	7	8	8	8	9	9	10	10	10	11
2nd	23	23	24	24	26	26	26	26	27	27	29	29	30	31
3rd	6	7	7	8	8	8	8	8	8	8	9	9	9	9
4th	2	2	2	2	3	3	3	3	3	3	3	3	3	3
5th	8	8	8	10	10	10	10	10	11	11	11	11	12	12
6th	2	3	3	3	4	4	4	4	4	4	4	4	4	4
7th	3	3	3	3	3	3	3	3	3	3	3	3	3	3
8th	2	2	2	2	2	2	3	3	3	3	3	3	3	3
9th	3	3	4	5	5	5	5	5	5	5	5	5	5	5
10th	1	1	1	1	1	1	1	1	1	1	1	1	1	1
11th	6	6	7	8	8	8	8	8	8	8	8	8	8	8
12th	4	4	4	4	4	4	4	4	4	4	5	5	5	5
13th	5	6	6	7	7	7	7	7	8	8	8	8	9	9
									94	94	99	99	102	104

Metropolitan Court Judges

FY01-05	FY06	FY07-15	FY16-26
16	18	19	19

Magistrate Court Judges

FY01	FY02-05	FY06-07	FY08-14	FY15-20	FY21-FY26
61	62	65	66	67	67



Eighth Judicial District Court - Union County
Courthouse. Built in 1909-1910

*Shading indicates increase in Judgeships. FY2027 1st JDC and 2nd JDC



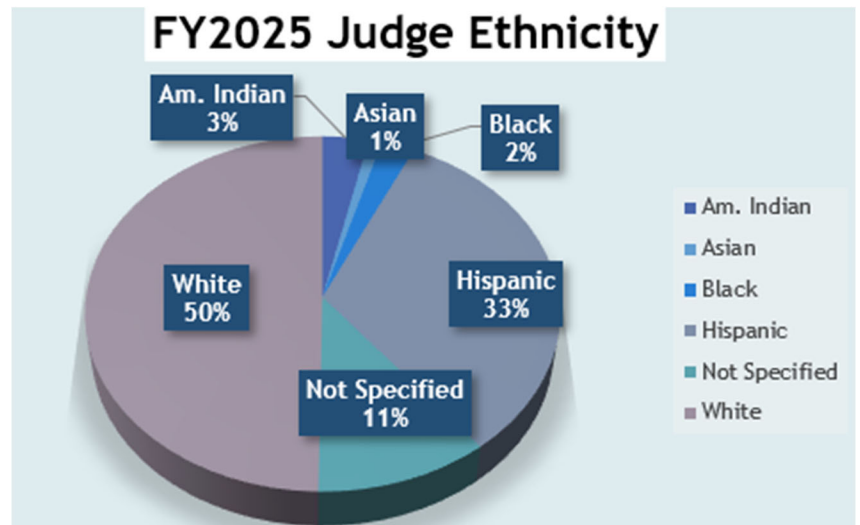
Judicial Officer Demographics - FY2025

The following information reflects the FY2025 demographics of the 203 Judges in the New Mexico Judicial Branch.

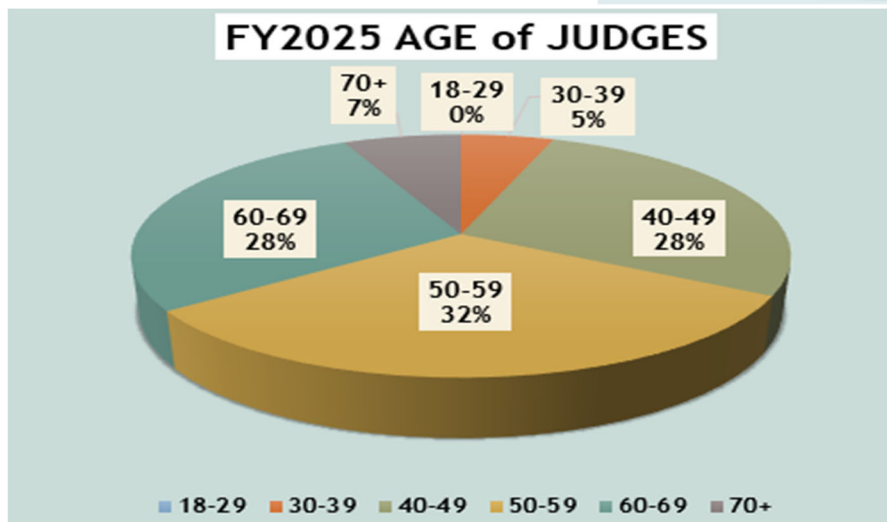
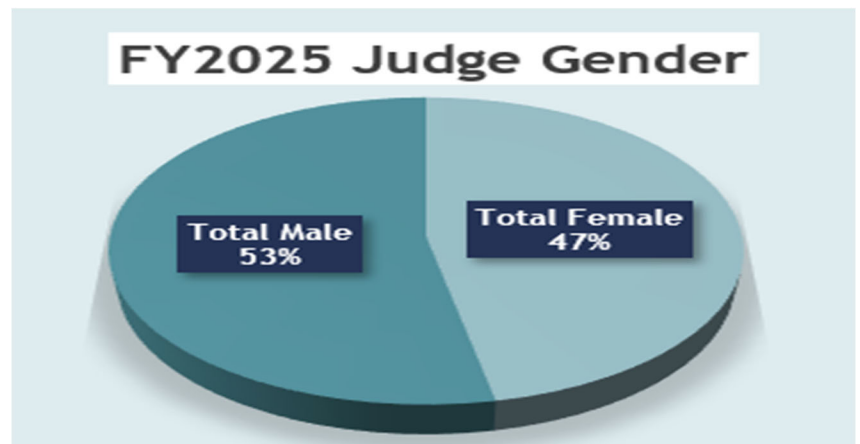
[Two district court judgeship positions vacant at time of query, data as of February 6, 2024]

*Data includes all judicial officers [SC Justices, COA Judges, District Court Judges, BCMC Judges, Magistrate Judges]

Ethnicity	Judges
American Indian	7 / 3%
Asian	2 / 1%
Black/African American	5 / 2%
Hispanic	66 / 33%
White	101 / 50%
Not Specified	22 / 11%
Total	203



Gender	Judges'
Female	95 / 47%
Male	108 / 53%
Total	203



Age	Judges
18-29	0 / 0%
30-39	11 / 5%
40-49	56 / 28%
50-59	65 / 32%
60-69	57 / 28%
70 +	14 / 7%
Total	203



New Mexico Judicial Officer Compensation

Effective Date	Annual Pay Rate Associate Justice	% Increase
January 3, 2004 FY04	\$99,170	-0-
July 1, 2004 FY05	\$105,120	6.0%
July 1, 2005 FY06	\$106,960	1.75%
July 15, 2006 FY07	\$115,040	7.55%
July 14, 2007 FY08	\$120,792	5.0%
July 1, 2008 FY09	\$123,691	2.4%
July 1, 2009 FY10	\$123,691	-0-
July 1, 2010 FY11	\$123,691	-0-
July 1, 2011 FY12	\$123,691	-0-
July 1, 2012 FY13	\$123,691	-0-
July 6, 2013 FY14	\$124,927	1.0%
July 5, 2014 FY15	\$131,174	5.0%
July 1, 2015 FY16	\$131,174	-0-
July 1, 2016 FY17	\$131,174	-0-
July 1, 2017 FY18	\$131,174	-0-
July 14, 2018 FY19	\$139,818	6.5%
July 13, 2019 FY20	\$148,207	6.0%
July 1, 2020 FY21	\$148,207	-0-
July 1, 2021 FY22	\$153,400	3.5%
April 2, 2022 FY22	\$157,996	3%
July 9, 2022 FY23	\$180,752	14.4%
July 8, 2023 FY24	\$191,682.84	5% & 1%
July 1, 2024 FY25	\$232,600.00	21%
July 6, 2024 FY25	\$239,578.00	3%
July 5, 2025 FY26	\$249,161.12	4%
July 4, 2026 FY27	\$251,654.83	1%



Judicial Officers' Fiscal Year 2026 Job Classification & Pay Schedule

Reflecting Approximate Increase of 4%

[excludes Magistrate Judges]

Spec #	Job Title	Annual Rate	Biweekly Rate	Hourly Rate
9846JB	Chief Justice	\$251,161.12	\$9,660.04	\$120.75
9844JB	Associate Justices *	\$249,161.12	\$9,583.12	\$119.79
9845JB	Chief Court of Appeals	\$238,603.06	\$9,177.04	\$114.71
9843JB	Court of Appeals Judges	\$236,706.06	\$9,103.96	\$113.80
9839JB	Chief District Judge	\$226,672.91	\$8,718.19	\$108.98
9842JB	District Judges	\$224,867.91	\$8,648.77	\$108.11
9565JB	Chief Metro Judge	\$215,339.27	\$8,282.28	\$103.53
9566JB	Metropolitan Judges	\$213,624.52	\$8,216.33	\$102.70
9847JB	Special Commissioners	Up to \$161,904.90	Up to \$6,227.12	Up to \$77.839
9179JB	Child Support Hearing Officers	Up to \$161,904.90	Up to \$6,227.12	Up to \$77.839
1100JB	Domestic Relations Hearing Officers	Up to \$161,904.90	Up to \$6,227.12	Up to \$77.839

Based on 2080 hours.

	Calculation
Chief Justice	+ \$2,000
Associate Justices*	*Target Base per Statute
Chief Court of Appeals	95% of Chief Justice
Court of Appeals Judges	95% of an Associate Justice
Chief District Judge	95% of Chief Court of Appeals Judge
District Judges	95% of Court of Appeals Judge
Chief Metro Judge	95% of Chief District Judge
Metropolitan Judges	95% of District Court Judge
Special Commissioners	Per NM Supreme Court may earn between \$64.866 hrly. - \$77.839 hrly., or \$133,891.68 annually - \$161,904.90 annually. Effective 07/05/2025.
Child Support Hearing Officers	
Domestic Relations Hearing Officers	



***Magistrate Judge
Fiscal Year 2026***

Job Classification & Pay Schedule

***2024 Legislative Session HB 141 separated Magistrate Judge
Pay from the NMJB Judicial Compensation Statute***

Spec #	Job Title	Annual Rate	Biweekly Rate	Hourly Rate
9841JB	Magistrate Judges	\$132,041.73	\$5,078.53	\$63.48

Based on 2080 hours.

	Calculation
Magistrate Judges	The annual salary for magistrates shall be provided by the legislature in an appropriations act.



Organ Mountains, Las Cruces, NM



Judicial Officers' Fiscal Year 2027 Job Classification & Pay Schedule

Reflecting Approximate Increase of 1%

Spec #	Job Title	Annual Rate	Biweekly Rate	Hourly Rate
9846JB	Chief Justice	\$253,654.83	\$9,755.96	\$121.95
9844JB	Associate Justices *	\$251,654.83	\$9,679.03	\$120.99
9845JB	Chief Court of Appeals	\$240,972.09	\$9,268.16	\$115.85
9843JB	Court of Appeals Judges	\$239,072.09	\$9,195.08	\$114.94
9839JB	Chief District Judge	\$228,923.49	\$8,804.75	\$110.06
9842JB	District Judges	\$227,118.49	\$8,735.33	\$109.19
9565JB	Chief Metro Judge	\$217,477.31	\$8,364.51	\$104.56
9566JB	Metropolitan Judges	\$215,762.56	\$8,298.56	\$103.73
9847JB	Special Commissioners	Up to \$163,525.31	Up to \$6,289.43	Up to \$78.618
9179JB	Child Support Hearing Officers	Up to \$163,525.31	Up to \$6,289.43	Up to \$78.618
1100JB	Domestic Relations Hearing Officers	Up to \$163,525.31	Up to \$6,289.43	Up to \$78.618

Based on 2080 hours.

	Calculation
Chief Justice	+ \$2,000
Associate Justices*	*Target Base per Statute
Chief Court of Appeals	95% of Chief Justice
Court of Appeals Judges	95% of an Associate Justice
Chief District Judge	95% of Chief Court of Appeals Judge
District Judges	95% of Court of Appeals Judge
Chief Metro Judge	95% of Chief District Judge
Metropolitan Judges	95% of District Court Judge
Special Commissioners	Per NM Supreme Court may earn between \$65.515 hrly. - \$78.618 hrly., or \$136,271.09 annually - \$163,525.31 annually. Effective 07/04/2026.
Child Support Hearing Officers	
Domestic Relations Hearing Officers	



*Magistrate Judge
Fiscal Year 2027*

Job Classification & Pay Schedule

Spec #	Job Title	Annual Rate	Biweekly Rate	Hourly Rate
9841JB	Magistrate Judges	\$133,358.784	\$5,129.184	\$64.115

Based on 2080 hours.

	Calculation
Magistrate Judges	The annual salary for magistrates shall be provided by the legislature in an appropriations act.



Bisti/De-Na-Zin Wilderness, San Juan County, New Mexico



New Mexico Judicial Officer Salary and Rankings

Judicial Salary Rankings ~ Data and rankings as of July 2024

In July 2024, the National Center for State Courts (NCSC) ranked salaries of the New Mexico Trial Court Judges at 13 out of 55 in the nation. The New Mexico Court of Appeals Judges salaries are ranked 10 out of 42 in states that have intermediate appellate courts and the New Mexico Supreme Court Justices ranked 12 out of 55.

[source: 2024 Survey of Judicial Salaries, www.ncsc.org]

Judicial Salary Rankings ~ Data and rankings as of January 2025

In January 2025, the National Center for State Courts (NCSC) ranked salaries of the New Mexico Trial Court Judges at 11 out of 56 in the nation. The New Mexico Court of Appeals Judges salaries are ranked 6 out of 42 in states that have intermediate appellate courts and the New Mexico Supreme Court Justices ranked 12 out of 55.

[source: 2025 Survey of Judicial Salaries, www.ncsc.org]

Judicial Salary Rankings ~ Data and rankings as of July 2025

In July 2025, the National Center for State Courts (NCSC) ranked salaries of the New Mexico Trial Court Judges at 14 out of 56 in the nation. The New Mexico Court of Appeals Judges salaries are ranked 10 out of 42 in states that have intermediate appellate courts and the New Mexico Supreme Court Justices ranked 14 out of 55.

[source: 2025 Survey of Judicial Salaries, www.ncsc.org]

New Mexico judicial compensation has slightly changed within the last year compared to other states and continued efforts are needed to attract diverse candidates into the district courts.





PERA
INVESTED IN TOMORROW.

Judicial Retirement

NMSA 10-12B-8—Judges Retirement Eligibility

(other than Magistrate Judges)

JRA Service Credit ~ 3.25%

Member prior to 7/1/2005

65 or older	5 years or more service credit
60 or older	15 or more years of service credit

Member after 6/30/2005 but on or before 6/30/2014

65 or older	5 years or more service credit
55 or older	16 or more years of service credit

Member on or after 7/1/2014

65 or older	8 years or more service credit
60 or older	15 or more years of service credit

Member Contributions – 10.5%; Employer Contributions – 15%

One or more years of service credit in PERA, MRA or JRA may be combined to satisfy retirement conditions.

NMSA 10-12C-8—Magistrate Judges Retirement Eligibility

MRA Service Credit ~ 3.0%

Member on 6/30/2014

65 or older	5 years or more service credit
60 or older	15 or more years of service credit
Any age	24 or more years of service credit

Member after 7/1/2014

65 or older	8 years or more service credit
60 or older	15 or more years of service credit
Any age	24 or more years of service credit

Member Contributions – 10.5%; Employer Contributions – 15%

Contact Information: 505-542-6220 or www.nmpera.org

NMSA 10-12B-12—Early Retirement Option

Member PRIOR to 7/1/2005

Anytime between age 50 to 60	18 years or more service credit
Actuarial adjustment for each year under age 60 The pension is equal to 70% of final annual salary (FAS) plus ½% of FAS multiplied by the number of complete years the age at the time of retirement exceeds 50.	



PERA

Public Employees
Retirement Association
of New Mexico

PERA administers the State of NM retirement plan. PERA is a cost-sharing, multiple-employer defined plan that provides for retirement, disability benefits, survivor benefits and cost-of-living adjustments to plan members and beneficiaries.

FY2025 Employee contribution rate: 10.92%; Employer: 19.24%

Employee Retirement

Effective July 1, 2013, SB27 established 2 tiers of benefits under each PERA coverage plan. Members hired between July 1, 2010 and June 30, 2013 are part of the Tier 1 plan. All plans were increased to 100% of final average salary.

Tier 1—Regular Retirement

Any age with 25 or more years of service credit;
Age 60 or older with 20 or more years of service credit;
Age 61 or older with 17 or more years of service credit;
Age 62 or older with 14 or more years of service credit;
Age 63 or older with 11 or more years of service credit;
Age 64 or older with 8 or more years of service credit; or
Age 65 with 5 or more years of service credit.

3% annual pension factor; 3 year average salary calculation; 5 year vesting.

Pension Factor and Maximum Pension

PLAN	TIER 1	TIER 2	Maximum Pension as a % of the Final Average Salary
State Plan 3	3.0%	2.5%	100%

For those members who start working for a PERA-affiliated employer and did not have contributions on account with PERA as of June 30, 2013, the following Tier 2 age and service requirements apply:

Tier 2—Regular Retirement

Any age with 30 or more years of service credit;
Any age if the sum of the member's age plus years of service credit equals 85 or more; or
Age 65 with 5 or more years of service credit.



New Mexico Retiree Health Care Authority (NMRHCA)

NMSA 2-81-11

Public Finance—Retiree Health Care Funds

Establishing Subsidy Levels on the Basis of Years of Age and Creditable Service

[Rule change adopted 11/2018, rule implementation delay approved 6/2/2020, effective date July 31, 2021]

2.81.11.8 – NMRHCA CONTRIBUTION OF A PERCENTAGE OF A SUBSIDY TO MONTHLY PREMIUMS OF ELIGIBLE RETIREES [as amended 7/31/2021]

Maximum subsidy is 50% of the insurance costs

Increase Number of Years Required to Receive the Maximum Subsidy

2.81.11.8 A. (2)

Members of NMRHCA before July 31, 2021
 (Retirement date of July 1, 2021 or earlier)

Years of credited service	Percentage of subsidy
5	6.25
6	12.50
7	18.75
8	25.00
9	31.25
10	37.50
11	43.75
12	50.00
13	56.25
14	62.50
15	68.75
16	75.00
17	81.25
18	87.50
19	93.75
20	100.00

Example 1: Retiree with **20-years** of credited service - NMRHCA provides 100% of the subsidy; 50% of the cost.

Example 2: Retiree with 8-years of credited service - NMRHCA provides 25% of the subsidy or 12.5% of the cost.

2.81.11.8 B. (2)

Members of NMRHCA on or after July 31, 2021
 (Retirement date after July 1, 2021)

Years of credited service	Percentage of subsidy
5	4.76
6	9.52
7	14.29
8	19.05
9	23.81
10	28.57
11	33.33
12	38.10
13	42.86
14	47.62
15	52.38
16	57.14
17	61.90
18	66.67
19	71.43
20	76.19
21	80.95
22	85.71
23	90.48
24	95.24
25	100.00

Example 1: Retiree with **25-years** of credited service - NMRHCA provides 100% of the subsidy; 50% of the cost.

Example 2: Retiree with 12-years of credited service - NMRHCA provides 38.10% of the subsidy or 19.05% of the cost.

NMRHCA

2.81.11.10 – AGE REQUIREMENT FOR SUBSIDIES [Added eff 7/31/2021]

Minimum Age Requirement Note: Retirement is effective the first of the month.

Retire July 1, 2021 or earlier:

Will be eligible for subsidy at any age (as outlined in 2.81.11.8 A. (2) above).

Retire after July 1, 2021 (eff July 31, 2021 retirement date) or later:

Will not be eligible for subsidy (as outlined in 2.81.11.8 B. (2) above), until age 55.

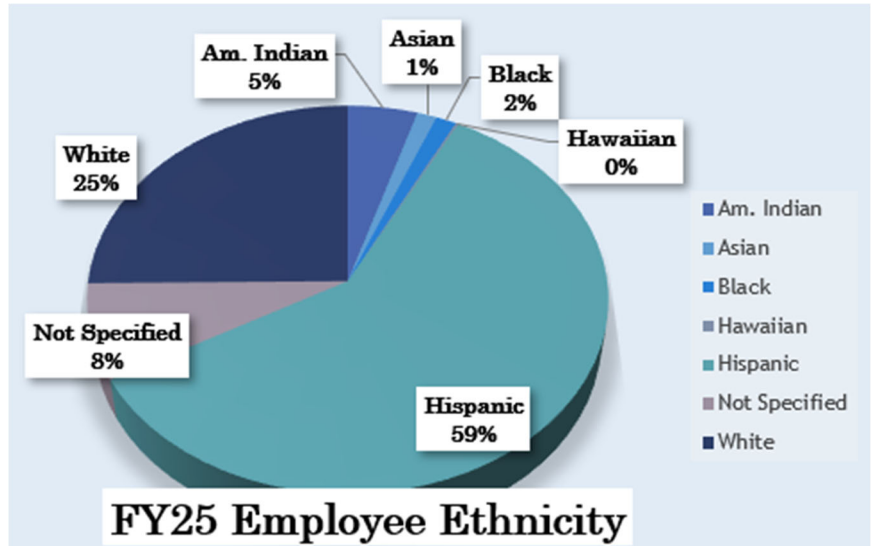


Employee Demographics FY2025

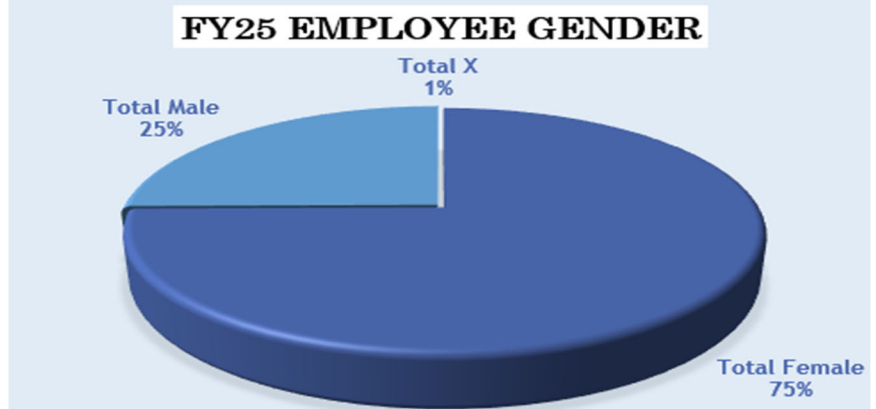
The following information reflects the demographics of the New Mexico Judicial Branch.

*Data includes at-will, perm and term employees; does not include judges, or temporary employees.

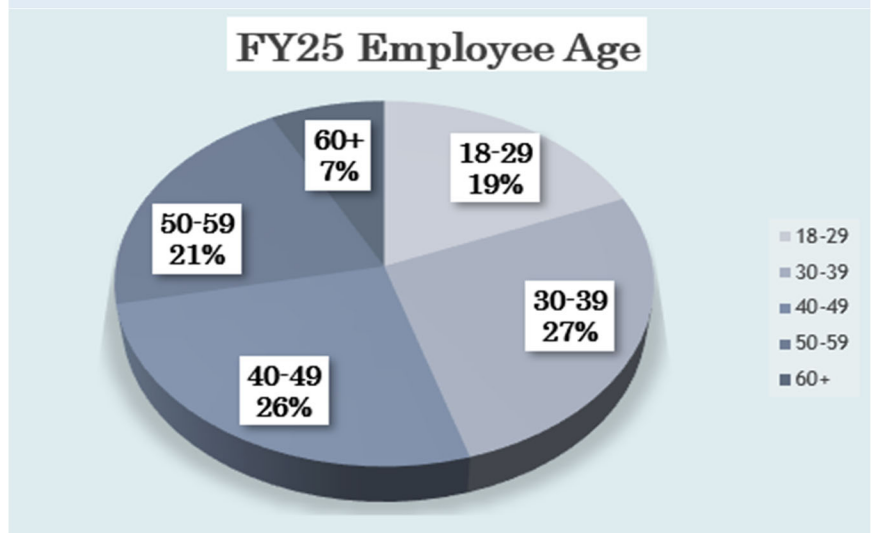
Ethnicity	Employees
American Indian	85 / 5%
Asian	24 / 1%
Black/African American	25 / 2%
Hawaiian	3 / 0%
Hispanic	1061 / 59%
White	451 / 25%
Not Specified	143 / 8%
Total	1792



Gender	Employees
Female	1341 / 75%
Male	450 / 24.9%
X	1 / .1%
Total	1792



Age	Employees
18-29	335 / 19%
30-39	477 / 27%
40-49	473 / 26%
50-59	372 / 21%
60+	135 / 7%
Total	1792





NMJB Employee Total Benefit Compensation

Pay for Performance
Classification Employee Salary Matrix moves employees more quickly through assigned pay range and recognizes high performers.



Leave Types/Leave Accrual Rates

- Sick: 4.00
- Annual (years; Accrual Rate)
 - 0 to 3 years; 5.00
 - 3 to 7 years; 6.00
 - 7 to 14 years; 7.00
 - Over 14 years; 8.00
- Paid Parental Leave,
- Voting,
- Military,
- FMLA,
- Educational,
- Self-Care,
- Physical Fitness,
- Bereavement & Administrative Leave

(subject to specific policies, rules & regs, &

Fringe Benefits

- Flexible Work Schedule
- Tuition Reimbursement
- Educational Leave
- Sick Leave Buy Back
- Public Service Loan Forgiveness Program
- Annual Leave
- Sick Leave

Insurances:

- FICA/Medicare,
- Basic Life,
- Short/Long Term Disability,
- Medical,
- Vision,
- Dental, & Flexible Spending

Section 457B Plan, Deferred Compensation

Retirement

- Public Employees Retirement Association (PERA)
- Retiree Health

Employer-Paid Retirement Contributions

Benefits Positioning

Salary Structure

- Reviewed annually and adjusted commensurate with the Consumer Price Index and Competitive Market.

Goal:
Attract, Recognize, Reward & Retain Employees.

Based upon a comprehensive review by the HayGroup™, the State of New Mexico's employee benefits package, in which the Judicial Branch participates, ranks as "median or slightly above benefit packages of the comparator market."



NMJB Compensation Strategy to Attract, Motivate, & Retain Employees



TOTAL COMPENSATION

The concept of total compensation is integral to any review or discussion of the NMJB compensation system.

Total compensation measures an employees base salary, and all other employee incentive or fringe benefits.



FY2025 NMJB Employee Total Compensation

TOTAL COMPENSATION

The New Mexico Judicial Branch provides employees a complete pay package that goes beyond salary. Total Compensation pay packages for employees includes base pay, benefits, and services used to attract, motivate, and retain high caliber employees.

The U.S. Bureau of Labor Statistics defines total compensation as “the complete reward/recognition package for employees, including all forms of money, benefits, perquisites, services and in-kind payments.

Employer-provided employee benefits remain an important part of the total reward package in attracting and retaining workers.

FY2024

The New Mexico Judicial Branch FY2024 Average Salary is \$57,593 or \$27.689 hourly or 59% of the total compensation package.

FY2025

The New Mexico Judicial Branch FY2025 Average Salary is \$59, 014 or \$28.372 hourly or 59% of the total compensation package.

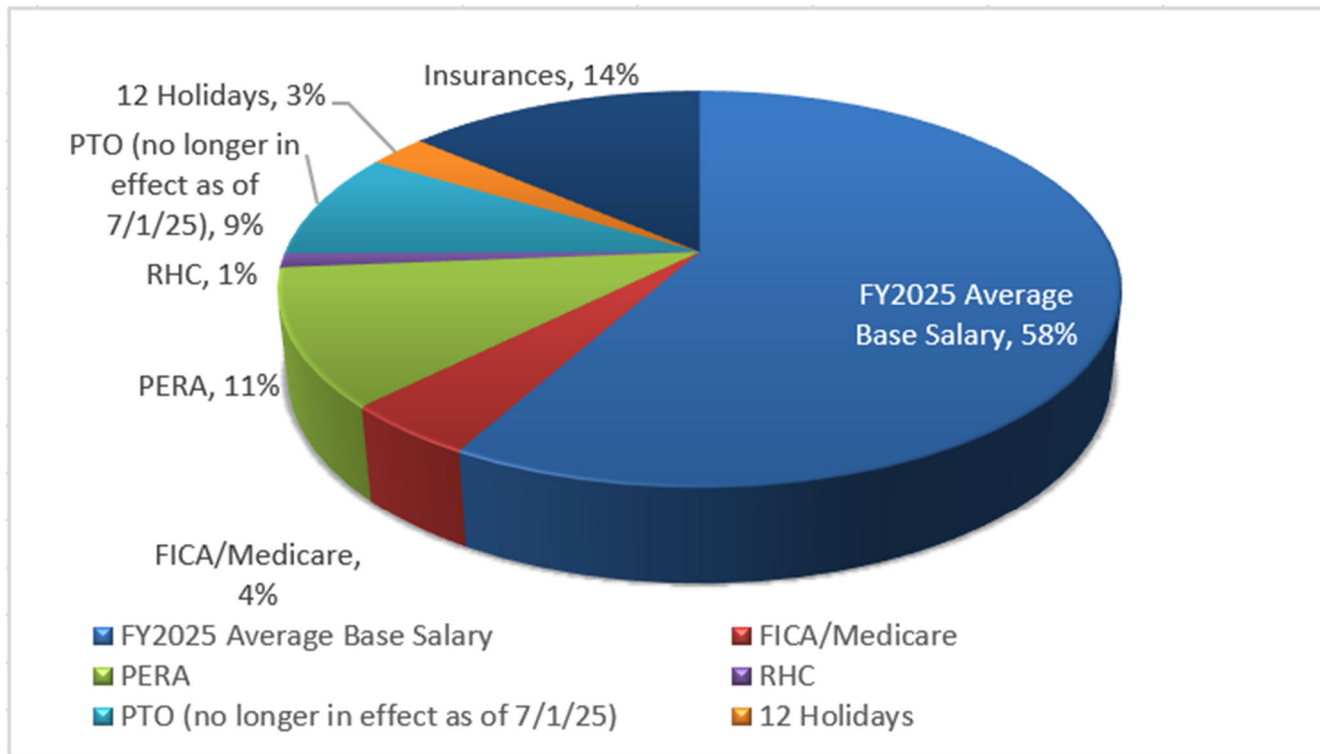
***Additional Benefit Paid Parental Leave available to eligible employees.**

Report date 7/22/24



FY2025 NMJB Employee Total Compensation

The average **FY2025** base salary of **\$59,014** represents **58%** of total compensation. The remaining employer sponsored indirect components of total compensation (benefits, insurance, and paid time off) is averaged at **\$42,549 or 42%** of total compensation resulting in an average total



FY2025 Average Base Salary		\$59,014	58%
Employer Sponsored Benefits			
FICA/Medicare	(6.2% / 1.45% of gross salary)	\$4,515	4%
PERA	(19.24% of gross salary)	\$11,354	11%
RHC	(2% of gross salary)	\$1,180	1%
PTO (no longer in effect as of 7/1/25)	(286 hours per year)	\$8,852	9%
12 Holidays	(96 hours per year)	\$2,724	3%
Insurances	(Based on \$50k-\$59,999k salary tier)	\$13,924	14%
Total Benefits		\$42,549	42%
Total Compensation (Salary & Benefits)		\$101,563	100%



NMJB Salary Structure

The Consumer Price Index (CPI) is data from the U.S. Department of Labor Bureau of Labor Statistics (BLS) and is an indicator of the national cost of living. The information compiled by the BLS indicates the CPI has increased **23%** in the six (6) years since 2019. Legislative increases realized by the Judicial Branch have not kept up with inflation.

The NMJB salary structure was last adjusted 4% effective July 5 2025. Employees received a 4% salary increase 7/5/2025.

Calendar Year	Annual Average	Average Annual Percent Change (rate of Inflation) CPI	Legislative Increases
2019	255.7	1.8%	4.0%
2020	258.8	1.2%	0.0%
2021	271.0	4.7%	1.5%
2022	292.7	8.0%	7.0%
2023	304.7	4.1%	4.1%
2024	314.4	3.2%	6.0%
2025	326.8	2.4%	4.0%
http://www.bls.gov	Total	25.4%	26.6%



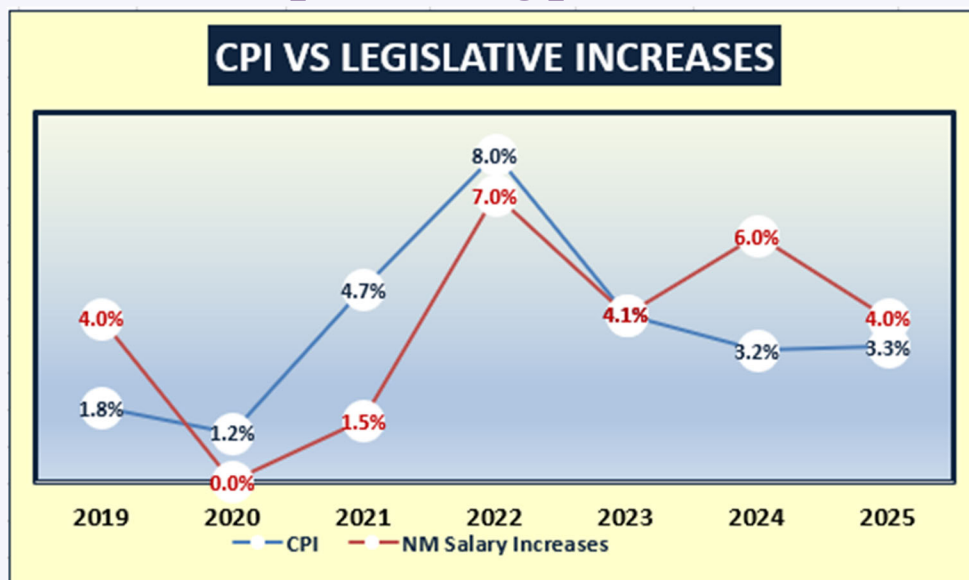
Shiprock, San Juan County, New Mexico



Widening Gap Between Salaries and the Rising Cost of Living

There is a widening gap between judiciary salaries and the rising cost of living. Inflation and the cost of goods and services are increasing faster than wages, eroding purchasing power. While judiciary salaries have been rising, the pace of increases hasn't matched the inflation rate.

From FY2019 to FY2025, the average annual salary of judiciary employees grew from approximately \$46,405 to \$55,559, an increase of \$9,154, or 19.7%. When adjusted for inflation, this amounts to a **-3.3% reduction** in employee's purchasing power.



CPI from 2019 - 2025:		Legislative Increases from 2019 - 2025:	
2019	1.80%	2019	4.00%
2020	1.20%	2020	0.00%
2021	4.70%	2021	1.50%
2022	8.00%	2022	7.00%
2023	4.10%	2023	4.10%
2024	3.20%	2024	6.00%
2025	2.80%	2025	4.00%
Total	25.80%	Total	26.60%

Source: Bureau of Labor Statistics <https://www.bls.gov>



FY2026 Targeted Pay Increases for the Lowest Paid

During the 2025 Legislative session, the Judiciary's top priority was improving pay for their lowest-paid employees.

This was essential for employee retention and for pay equity across New Mexico's government. To level the field, reduce costly turnover, and more efficiently maintain our workforce, the Judiciary sought these pay increases in addition to any legislatively approved cost-of-living increases.

The Legislature heard and responded to this request. The Supreme Court, the AOC, Chief Judges, CEO's, and everyone involved were successful with their pay initiative. The Judiciary was allocated \$5.7 million to fund its employee compensation package, directly impacting approximately 1,320 employees, or 71% of the Judiciary's workforce.

This pay initiative was in addition to the 4% legislative cost-of-living salary increase that judges and eligible employees received, and on top of the continued implementation of WIP.

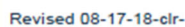
The Supreme Court approved a four-tier approach to implementing this increase.

Tier	Employee Qualifying Salary Range	Percentage Increase	# of Employees (Perm & Term)
Tier 1	Earning less than \$45,000 (or \$21.635/hr)	16%	248
Tier 2	Earning more than \$45,000 (or \$21.635/hr) but under \$55,000 (or \$26.442/hr)	8%	527
Tier 3	Earning more than \$55,000 (or \$26.442/hr) but under \$65,000 (or \$31.249/hr)	4%	310
Tier 4	Earning more than \$65,000 (or \$31.249/hr) but under \$75,000 (or \$36.058/hr)	2%	235



NEW MEXICO
STATE COURTS

Bernalillo County Metropolitan Court
\$26.051/\$28.398



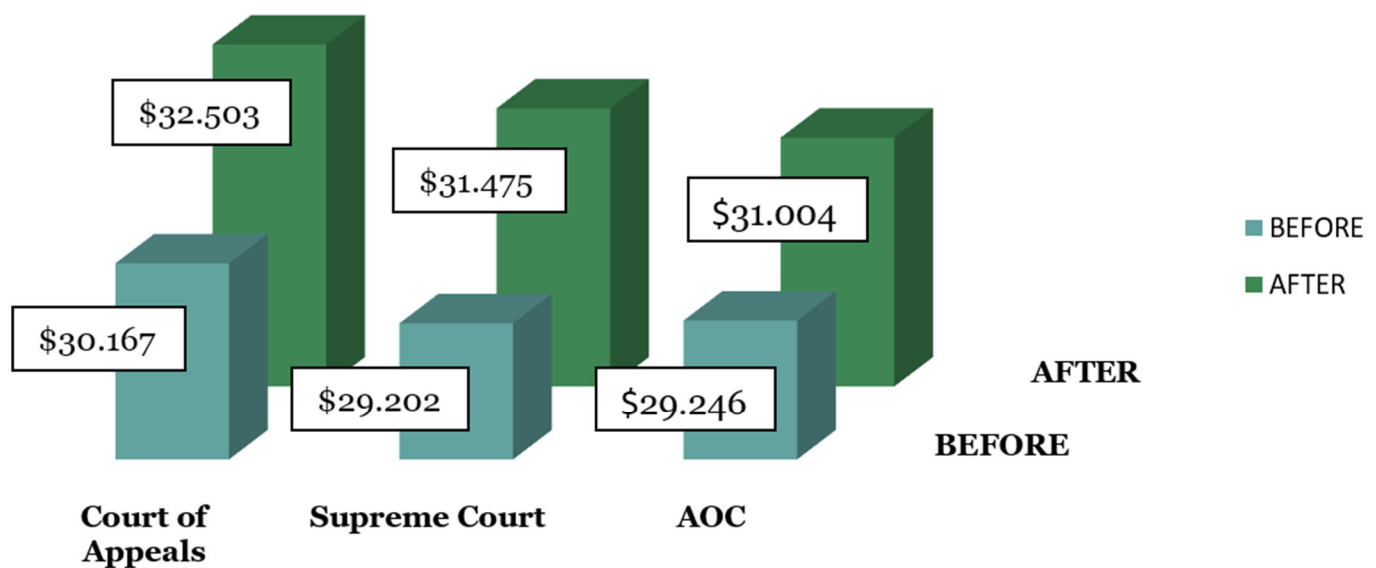
- ★ District & Magistrate Courts
- ★ District Courts
- ▲ Bernalillo County Metropolitan Court
- Magistrate Full Courts
- Magistrate Circuit Courts

1st	2nd	3rd	4th	5th	6th	7th
Los Alamos Rio Arriba Santa Fe	Bernalillo	Dofia Ana	Guadalupe Mora San Miguel	Chaves Eddy Lea	Grant Luna Hidalgo	Catron Sierra Socorro Torrance
8th	9th	10th	11th	12th	13th	
Colfax Taos Union	Curry Roosevelt	De Baca Harding Quay	McKinley San Juan	Lincoln Otero	Cibola Sandoval Valencia	



FY2026 Targeted Pay Increases for the Lowest Paid Supreme Court, Court of Appeals & AOC Staff

Average Hourly Rate Before FY26 Targeted Increase to those earning Under \$75K & Average Hourly Rate After FY26 Targeted Increase



The Targeted Pay Increases were effective in the first full pay period of fiscal year 2026, with a date of July 25, 2025; or the first full pay period following successful completion of the employee's probationary period.



NMJB Employee Salary Adjustments

The New Mexico Supreme Court supports authorized performance based salary increases for Judicial employee's. The table below shows the New Mexico Supreme Court and Legislative appropriated salary increases for previous fiscal years.

Employee Salary Adjustments FY2015 - FY2027

Effective Date	Fiscal Year	% Increase
July 4, 2026	FY2027	1%
July 5, 2025	FY2026	4%
July 6, 2024	FY2025	3%
July 8, 2023	FY2024	6% / 2%*****
July 9, 2022	FY2023	4% / 2%****
April 2, 2022	FY2022	3%
July 10, 2021	FY2022	1.5%
July 11, 2020	FY2021	0% / 1% ***
July 13, 2019	FY2020	4% / 1%**
July 2018	FY2019	2% / 4.5%*
July 2017	FY2018	0%
July 2016	FY2017	0%
July 2015	FY2016	0%
July 2014	FY2015	3.0%

*2% Legislative increase, 4.5% increase for employees who did not realize an increase under WIP.

** Additional 1% Legislative increase for employees earning less than \$25,000.

*** Additional 1% Legislative increase for employees earning less than \$50,000.

**** Anyone earning less than \$15.00 per hour after the 4%, and 2% will be taken to \$15.00 per hour.

*****2% additional compensation for judicial branch employees.



NMJB Employee Salary Adjustments

The New Mexico Supreme Court supports authorized performance based salary increases for Judicial employees. The table below shows the New Mexico Supreme Court and Legislative appropriated salary increases for previous fiscal years.

Employee Salary Adjustments FY2003—FY2014

Effective Date	Fiscal Year	% Increase
July 2013	FY2014	3.5% / 5.0%*
July 2012	FY2013	0%
July 2011	FY2012	0%
July 2010	FY2011	0%
July 2009	FY2010	0%
June 28, 2008	FY2009	2.4% average
July 1, 2007	FY2008	3.0%
July 1, 2006	FY2007	3.5%
July 1, 2005	FY2006	1.75%
July 1, 2004	FY2005	2.0%
July 1, 2003	FY2004	3.0%
July 1, 2002	FY2003	0%

*1% Legislative increase for all; 2.5% employee compensation; total 3.5%; or 4% employee compensation for certain employees in the lowest pay ranges or 5% based on employee salary.



Workforce Investment Plan Continued Successful Implementation

The New Mexico Supreme Court created the Workforce Investment Plan (WIP) committee charged with assessing compensation throughout the Judiciary. The New Mexico Judicial Branch has continued the successful implementation of the career pay progression component, which is to advance employees through their pay range with step increases.

Career Progression Plan

The NMJB has successfully implemented a career progression plan by advancing employees through their pay range comp-ratio at the intervals listed below.

- 3+ Years = Employees are moved to 90% compa-ratio
- 6+ years = Employees are moved to 95% compa-ratio
- 10+ years = Employees are moved to 100% compa-ratio
- 15+ years = Employees are moved to 105% compa-ratio
- 20+ years = Employees are moved to 110% compa-ratio





NMJB Salary Structure

Updates to the salary structure have been the practice of the Judiciary for many years. These updates take into account changes in the labor market among competitors, economic and labor market trends. Competitive salary ranges and base salaries support the foundation for administering the pay philosophy. The structure helps maintain equity within the Judiciary and differentiates the level of jobs and their assigned pay ranges.

The salary structure adjustment helps the judiciary to remain competitive and attract and retain skilled professional workers. It allows career growth and opportunities for employees. Salary structure adjustments help protect the Judicial branch philosophy of maintaining external competitiveness in labor market pricing.

This is one mechanism used to attract qualified applicants to the Judicial Branch and retain them; motivate employees to maintain high standards of productivity and service, and reward employees for their specific contributions.

Effective July 5, 2025, the New Mexico Judicial Branch increased its salary structure by 4% for all New Mexico Judiciary pay ranges. The 4% increase in the pay range width raised the maximum comp-ratio from 130% to 160%. This allows employees greater upward mobility and opportunities for pay rate increases in their current job classification, promoting longevity, and the retention of historical knowledge and job skills.

New Mexico Supreme Court
237 Don Gaspar Ave. in Santa Fe, New Mexico





Comparison Market

Previous Comparison Market—Before 2005, the Judiciary’s primary comparison market was other courts nationwide as well as state and local government. The Judicial Salary Survey examined 22 state courts nationwide. Those state courts included: Arizona, Colorado, Idaho, Iowa, Kansas, Kentucky, Louisiana, Michigan, Mississippi, Missouri, Montana, Nevada, Oklahoma, Oregon, South Dakota, Texas, Utah, Washington, West Virginia and Wyoming. The comparison market also included the State of New Mexico Executive Branch of government.

Current Comparison Market—The comparison market adopted in February 2018 includes: Arizona US District Court, Arizona, Prescott Superior Court, Arizona, Phoenix, Kingman Glassdoor, Colorado Judicial Branch, Colorado Springs Trial Courts, New York US District Court, Tennessee US District Court, West Virginia US District Court, Enterprise Small Business, Google, Inside Jobs, O*NET DOL Data, New Mexico Executive Branch, Pay Scale Human Capital, Robert Half Technology, Riviera Consulting, Salary.com, Simply Hired, SRA International, Washington, Se, US Bureau of Labor, US Bureau of Labor Statistics, Mosaic—Florida, Ohio, Nebraska, Glassdoor—Arizona, Phoenix, Kingman, Colorado, Colorado Springs, Denver, Florida, Ohio, Michigan, Grand Rapids, Minnesota, Minneapolis/St. Paul, Nebraska, Nevada, King County, Las Vegas, New Mexico, Albuquerque, Santa Fe, North Dakota, Texas, Dallas/Fort Worth, Houston, Washington, Seattle, and Glassdoor National Averages.



2025 Balloon Fiesta, Albuquerque, NM



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

Salary Surveys & Assigned Alternative Pay Ranges

Salary surveys help ensure the New Mexico Judicial Branch's salary structure and pay practices compare to the competitiveness of the labor market. Market reviews of competitive pay rates for classification series within a geographic location or a specific market are completed to address critical recruitment and retention difficulties. Based upon that review the AOC Director may recommend to the Supreme Court the assignment of an Alternative Pay Range to remedy the recruitment and retention problem. As economic conditions in New Mexico have improved, the job market has also improved. Approval to extend the alternative pay ranges assigned to the job classifications was given in August 2026 extending all through June 30, 2028. The following 31 jobs have an Alternative Pay Range.

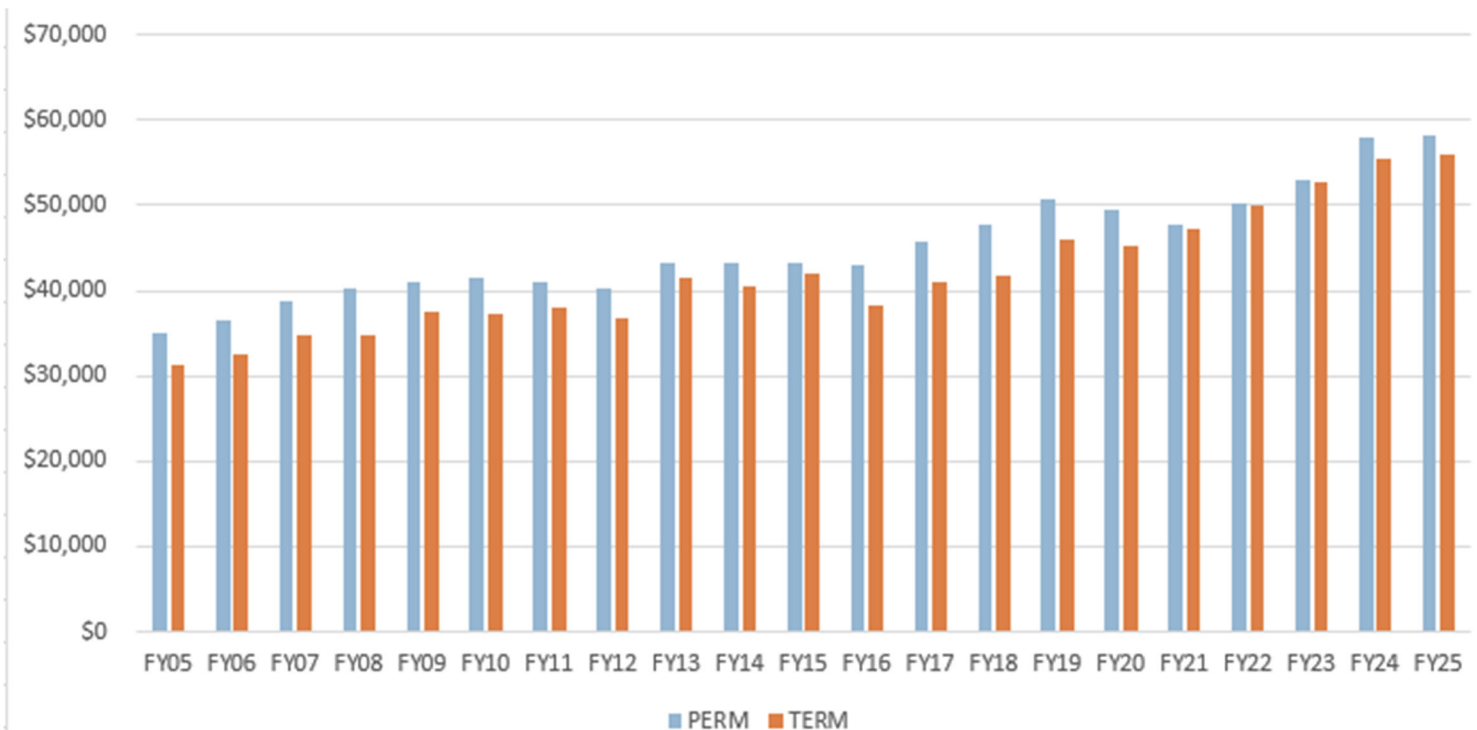
CLASSIFICATION		JOB CONTENT PAY RANGE	ALT PAY RANGE	DATE LAST SURVEYED	ALT PAY RANGE END DATE
1	AOC Government Relations Director (U)	MM	PP	Created 2026	Extended to 6/30/2028
INFORMATION SYSTEMS					
2	AOC IT Business Analyst Senior	KK	MM	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
3	AOC IT Support Manager	MM	OO		
4	AOC Software Application Development Manager	MM	OO		
5	AOC Systems and Network Manager	MM	OO		
6	Court IT Operations Manager	MM	OO		
7	Database Administrator	JJ	LL		
8	Database Administrator Senior	KK	MM		
9	IT Project Manager	KK	MM		
10	IT Project Manager Senior	LL	NN		
11	IT Specialist	II	KK		
12	IT Specialist Manager	LL	NN		
13	IT Specialist Senior	KK	MM		
14	Network Systems Administrator	II	KK		
15	Network Systems Administrator Senior	KK	MM		
16	Software Applications Developer	II	KK		
17	Software Applications Developer Senior	KK	MM		
18	Software Development Manager	LL	NN		
COURT CLINICIAN SERIES					
19	Clinical Director 1	LL	MM	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
20	Clinical Director 2 (U)	NN	OO		
21	Court Clinician 1	JJ	KK		
22	Court Clinician 2	KK	LL		
23	Court Clinical Services Coordinator	KK	LL		
24	Court Counselor	II	JJ		
25	Clinical Forensic Psychologist (U)	LL	MM		
26	Counseling Operations Manager	LL	MM		
COURT REPORTER SERIES					
27	Certified Court Reporter (Classified & U)	HH	II	Surveyed and/or ex- tended 2006, 2009, 2011, 2014, 2016, 2018 , 2020, 2022, 2024, 2026	Extended to 6/30/2028
28	Certified Real-Time Court Reporter (Classified & U)	II	JJ		
29	Court Interpreter Supervisor	JJ	KK		
30	Court Interpreter	II	JJ		
31	Managing Court Reporter	JJ	KK		



NMJB Employee Average Annual Salaries

Average Annual Salaries

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
PERM	\$34,983	\$36,589	\$38,768	\$40,170	\$41,082	\$41,415	\$40,928	\$40,380
TERM	\$31,321	\$32,578	\$34,804	\$34,677	\$37,529	\$37,297	\$37,912	\$36,686
	FY13	FY14	FY15	FY16	FY17	FY18	FY19	FY20
PERM	\$43,198	\$43,161	\$43,165	\$43,031	\$45,742	\$47,853	\$50,829	\$49,439
TERM	\$41,455	\$40,527	\$41,953	\$38,246	\$40,973	\$41,746	\$46,023	\$45,136
	FY21	FY22	FY23	FY24	FY25			
PERM	\$47,856	\$50,319	\$52,920	\$57,847	\$58,226			
TERM	\$47,236	\$50,057	\$52,560	\$55,560	\$56,063			



*Data excludes Justice, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, temps, NMJB Job Classifications comparable to the Executive Branch Governor Exempt positions and multiple components of pay (MCOPs).
Report dates 7/22/24.*



NMJB Employee Average Compa Ratio

FY2025 Average Compa Ratio

	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
AT-WILL	103%	104%	105%	106%	108%	108%	108%	108%	111%	107%	108%
PERM	93%	96%	92%	94%	95%	95%	94%	93%	99%	93%	93%
TERM					92%	92%	93%	90%	92%	89%	89%

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY25
AT-WILL	109%	108%	111%	112%	112%	109%	119%	115%	120%	121%
PERM	93%	93%	97%	102%	99%	99%	102%	98%	98%	97%
TERM	88%	88%	92%	96%	86%	96%	100%	98%	94%	94%

Compa Ratio is a formula commonly used to assess the competitiveness of an employee's pay level, also known

FY2025 Average Compa Ratio

101%

Compa ratio is based upon 100% of the pay range. Data excludes Justice, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, temps, NMJB Job Classifications comparable to the Executive Branch Governor Exempt positions and multiple components of pay (MCOPs). Report dates 7/22/24.



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

**NMJB Employee Average Compa Ratio ~ by Judicial Entity
FY2014— FY2025**

COURT	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Law Library (20500)	98%	97%	97%	97%	*	*	*	*	*	*	*	*
Compilation Commission (20800)	97%	109%	109%	109%	115%	119%	118%	118%	121%	118%	104%	105%
Court of Appeals (21500)	101%	100%	99%	100%	103%	107%	105%	104%	111%	108%	113%	114%
*Supreme Court (21600)	104%	105%	105%	106%	110%	110%	110%	108%	114%	130%	126%	128%
Supreme Court Building Commission	104%	107%	107%	107%	*	*	*	*	*	*	*	*
AOC (21800 & 21801)	92%	103%	92%	91%	95%	104%	103%	102%	105%	101%	100%	99%
Metro Court (24400)	91%	90%	89%	90%	95%	97%	99%	99%	100%	98%	98%	97%
DISTRICT COURTS												
1st (23100)	99%	100%	98%	100%	103%	102%	102%	103%	102%	101%	100%	102%
2nd (23200)	94%	94%	93%	94%	99%	102%	101%	101%	99%	100%	101%	101%
3rd (23300)	96%	96%	94%	95%	98%	99%	99%	99%	98%	97%	98%	97%
4th (23400)	98%	101%	100%	102%	105%	104%	103%	103%	105%	103%	100%	99%
5th (23500)	101%	101%	99%	100%	103%	102%	102%	103%	102%	103%	103%	104%
6th (23600)	99%	100%	98%	100%	102%	103%	100%	100%	100%	99%	99%	96%
7th (23700)	99%	97%	96%	98%	101%	102%	99%	99%	100%	100%	99%	99%
8th (23800)	96%	94%	98%	99%	98%	98%	96%	97%	97%	96%	96%	94%
9th (23900)	100%	100%	99%	100%	104%	103%	102%	100%	101%	100%	102%	101%
10th (24000)	100%	100%	97%	98%	104%	104%	103%	104%	103%	102%	96%	96%
11th (24100)	95%	96%	96%	100%	105%	104%	104%	104%	105%	103%	103%	104%
12th (24200)	96%	94%	92%	93%	96%	97%	96%	97%	99%	97%	96%	95%
13th (24300)	100%	101%	100%	102%	104%	104%	103%	103%	104%	102%	103%	103%
Total Average	98%	99%	98%	95%	99%	103%	99%	101%	102%	103%	102%	102%

*Data excludes Justice, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, temps, NMJB Job Classifications comparable to the Executive Branch Governor Exempt positions and multiple components of pay (MCOPs).
Report dates 7/22/24. *Law Library and SC Building Commission included in Supreme Court (21600).*



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

***NMJB Employee Average Compa Ratio ~ by Judicial Entity
FY2005–FY2013***

COURT	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Law Library (20500)	99%	103%	103%	96%	100%	101%	100%	100%	96%
Compilation Commission (20800)	98%	99%	106%	118%	100%	107%	105%	100%	101%
Court of Appeals (21500)	94%	96%	94%	101%	104%	104%	103%	103%	103%
*Supreme Court (21600)	97%	97%	99%	105%	104%	103%	104%	104%	105%
Supreme Court Building Commission (21900)	106%	104%	89%	90%	100%	102%	103%	103%	102%
AOC (21800 & 21801)	90%	93%	87%	91%	93%	93%	93%	92%	92%
Metro Court (24400)	93%	92%	92%	95%	93%	93%	92%	92%	91%
DISTRICT COURTS									
1st (23100)	99%	98%	89%	98%	100%	99%	100%	100%	100%
2nd (23200)	96%	96%	94%	97%	97%	97%	95%	95%	95%
3rd (23300)	93%	94%	93%	95%	99%	98%	98%	97%	97%
4th (23400)	95%	97%	94%	96%	97%	97%	98%	97%	99%
5th (23500)	100%	101%	100%	101%	100%	100%	101%	100%	101%
6th (23600)	96%	96%	98%	101%	100%	99%	99%	99%	99%
7th (23700)	93%	95%	95%	97%	96%	98%	98%	101%	100%
8th (23800)	99%	100%	92%	99%	96%	96%	96%	96%	96%
9th (23900)	102%	99%	94%	102%	102%	103%	102%	102%	102%
10th (24000)	100%	110%	99%	97%	98%	96%	96%	97%	98%
11th (24100)	92%	93%	95%	97%	97%	95%	97%	96%	96%
12th (24200)	93%	93%	91%	99%	96%	97%	95%	95%	95%
13th (24300)	98%	97%	101%	103%	101%	102%	101%	101%	101%
Total Average	97%	98%	95%	99%	99%	99%	99%	99%	99%



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

FY2025 Pay Ranges & Pay Rates

Revised July 7, 2024

PAY RANGE	HOURLY RATE			BIWEEKLY RATE			ANNUAL SALARY RANGE		
	Min	100% Compa Ratio of	Max	Min	100% Compa Ratio of	Max	Min	100% Compa Ratio of	Max
	80%	100%	160%	80%	100%	160%	80%	100%	160%
RR	\$58.869	\$73.586	\$117.738	\$4,709.52	\$5,886.88	\$9,419.04	\$122,448	\$153,059	\$244,895
QQ	\$53.517	\$66.896	\$107.034	\$4,281.36	\$5,351.68	\$8,562.72	\$111,315	\$139,144	\$222,631
PP	\$48.758	\$60.947	\$97.515	\$3,900.64	\$4,875.76	\$7,801.20	\$101,417	\$126,770	\$202,831
OO	\$44.00	\$55.00	\$88.00	\$3,520.00	\$4,400.00	\$7,040.00	\$91,520	\$114,400	\$183,040
NN	\$40.198	\$50.248	\$80.397	\$3,215.84	\$4,019.84	\$6,431.76	\$83,612	\$104,516	\$167,226
MM	\$37.582	\$46.977	\$75.163	\$3,006.56	\$3,758.16	\$6,013.04	\$78,171	\$97,712	\$156,339
LL	\$34.788	\$43.485	\$69.576	\$2,783.04	\$3,478.80	\$5,566.08	\$72,359	\$90,449	\$144,718
KK	\$30.443	\$38.054	\$60.886	\$2,435.44	\$3,044.32	\$4,870.88	\$63,321	\$79,152	\$126,643
JJ	\$27.054	\$33.818	\$54.109	\$2,164.32	\$2,705.44	\$4,328.72	\$56,272	\$70,341	\$112,547
II	\$23.785	\$29.731	\$47.570	\$1,902.80	\$2,378.48	\$3,805.60	\$49,473	\$61,840	\$98,946
HH	\$21.106	\$26.382	\$42.211	\$1,688.48	\$2,110.56	\$3,376.88	\$43,900	\$54,875	\$87,799
GG	\$18.824	\$23.530	\$37.648	\$1,505.92	\$1,882.40	\$3,011.84	\$39,154	\$48,942	\$78,308
FF	\$17.006	\$21.258	\$34.013	\$1,360.48	\$1,700.64	\$2,721.04	\$35,372	\$44,217	\$70,747
EE	\$15.000	\$19.624	\$31.398	\$1,200.00	\$1,569.92	\$2,511.84	\$31,200	\$40,818	\$65,308
DD	\$15.00	\$18.172	\$29.075	\$1,200.00	\$1,453.76	\$2,326.00	\$31,200	\$37,798	\$60,476
CC	\$15.00	\$16.686	\$26.698	\$1,200.00	\$1,334.88	\$2,135.84	\$31,200	\$34,707	\$55,536
BB	\$15.00	\$16.686	\$26.698	\$1,200.00	\$1,334.88	\$2,135.84	\$31,200	\$34,707	\$55,532
AA	\$15.00	\$16.686	\$26.698	\$1,200.00	\$1,334.88	\$2,135.84	\$31,200	\$34,707	\$55,532

Based on 2080 hours.



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

FY2026 Pay Ranges & Pay Rates

Last Revised July 1, 2025

PAY RANGE	HOURLY RATE			BIWEEKLY RATE			ANNUAL SALARY RANGE		
	Min	100% Compa Ratio of	Max	Min	100% Compa Ratio of	Max	Min	100% Compa Ratio of	Max
	80%	100%	160%	80%	100%	160%	80%	100%	160%
RR	\$61.223	\$76.529	\$122.446	\$4,897.84	\$6,122.32	\$9,795.68	\$127,344	\$159,180	\$254,688
QQ	\$55.658	\$69.572	\$111.315	\$4,452.64	\$5,565.76	\$8,905.20	\$115,769	\$144,710	\$231,535
PP	\$50.708	\$63.385	\$101.416	\$4,056.64	\$5,070.80	\$8,113.28	\$105,473	\$131,841	\$210,945
OO	\$45.760	\$57.200	\$91.520	\$3,660.80	\$4,576.00	\$7,321.60	\$95,181	\$118,976	\$190,362
NN	\$41.806	\$52.258	\$83.613	\$3,344.48	\$4,180.64	\$6,689.04	\$86,956	\$108,697	\$173,915
MM	\$39.085	\$48.856	\$78.170	\$3,126.80	\$3,908.48	\$6,253.60	\$81,297	\$101,620	\$162,594
LL	\$36.179	\$45.224	\$72.358	\$2,894.32	\$3,617.92	\$5,788.64	\$75,252	\$94,066	\$150,505
KK	\$31.661	\$39.576	\$63.322	\$2,532.88	\$3,166.08	\$5,065.76	\$65,855	\$82,318	\$131,710
JJ	\$28.137	\$35.171	\$56.274	\$2,250.96	\$2,813.68	\$4,501.92	\$58,525	\$73,156	\$117,050
II	\$24.736	\$30.920	\$49.472	\$1,978.88	\$2,473.60	\$3,957.76	\$51,451	\$64,314	\$102,902
HH	\$21.950	\$27.437	\$43.899	\$1,756.00	\$2,194.96	\$3,511.92	\$45,656	\$57,069	\$91,310
GG	\$19.577	\$24.471	\$39.154	\$1,566.16	\$1,957.68	\$3,132.32	\$40,720	\$50,900	\$81,440
FF	\$17.686	\$22.108	\$35.373	\$1,414.88	\$1,768.64	\$2,829.84	\$36,787	\$45,985	\$73,576
EE	\$16.327	\$20.409	\$32.654	\$1,306.16	\$1,632.72	\$2,612.32	\$33,960	\$42,451	\$67,920
DD	\$15.00	\$18.899	\$30.238	\$1,200.00	\$1,511.92	\$2,419.04	\$31,200	\$39,310	\$62,895
CC	\$15.00	\$17.353	\$27.765	\$1,200.00	\$1,388.24	\$2,221.20	\$31,200	\$36,094	\$57,751
BB	\$15.00	\$17.353	\$27.765	\$1,200.00	\$1,388.24	\$2,221.20	\$31,200	\$36,094	\$57,751
AA	\$15.00	\$17.353	\$27.765	\$1,200.00	\$1,388.24	\$2,221.20	\$31,200	\$36,094	\$57,751

Based on 2080 hours.



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

NMJB FY2025 Employees by Pay Range

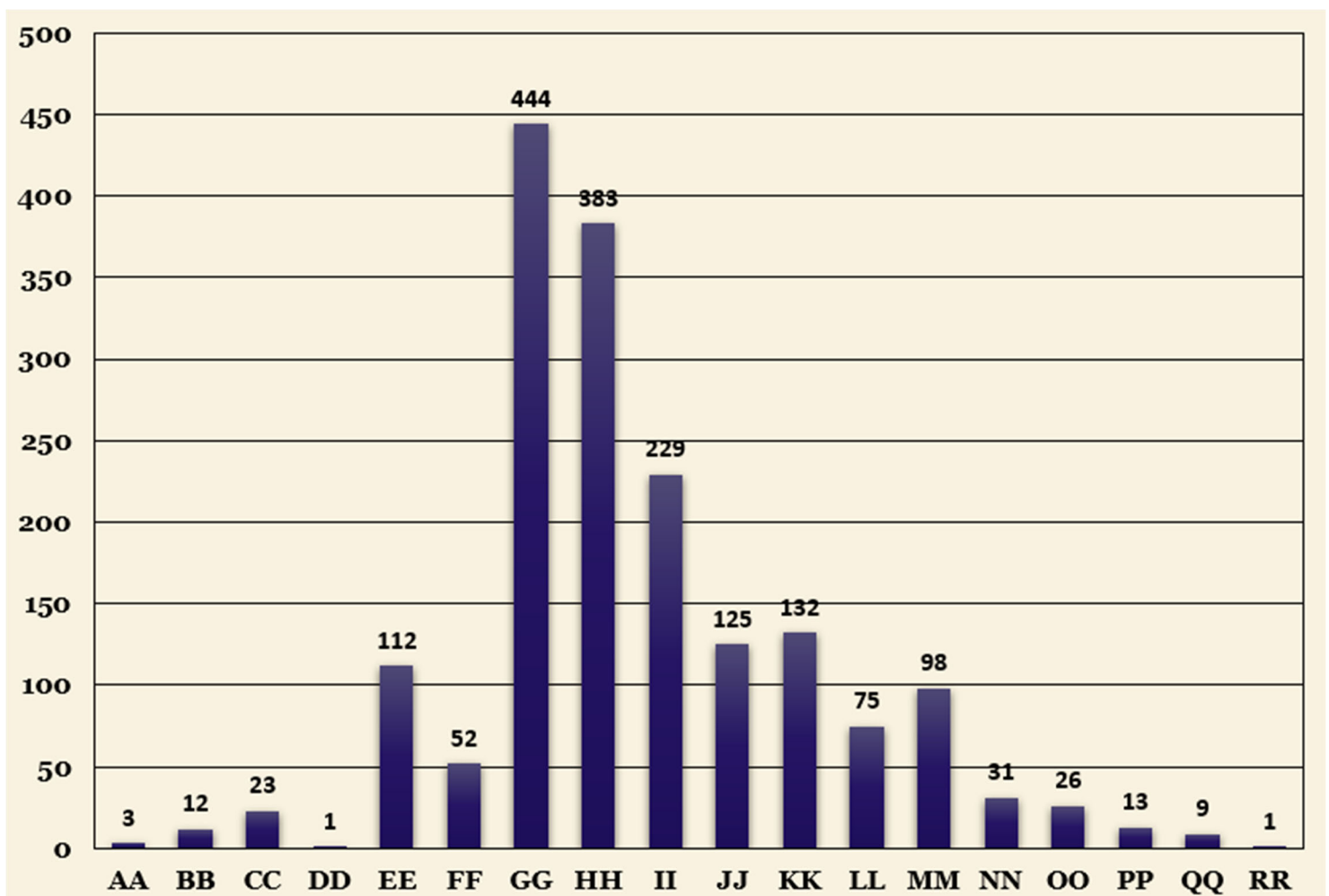
PAY RANGE	# EMPLOYEES IN PAY RANGE											
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
AA	8	5	4	3	4	4	3	3	3	3	3	3
BB	50	54	52	51	44	41	21	20	22	11	9	12
CC	23	23	25	22	27	27	51	49	42	21	23	23
DD	2	2	2	2	2	2	0	2	1	0	0	1
EE	88	87	94	92	89	89	95	102	101	111	109	112
*FF	538	525	507	485	35	37	27	28	27	40	49	52
GG	107	118	114	108	488	484	466	468	458	424	430	444
HH	265	261	269	266	339	343	346	341	345	386	396	383
II	165	178	172	170	200	200	192	201	193	208	223	229
JJ	113	119	112	106	113	114	118	118	122	125	128	125
KK	90	87	85	85	81	80	92	99	103	91	121	132
LL	74	64	72	77	73	75	73	80	76	74	81	75
MM	77	81	78	76	80	80	79	85	86	93	95	98
NN	21	23	21	23	22	23	15	13	15	17	14	31
OO	14	14	15	16	17	16	15	13	11	15	19	26
PP	2	4	4	4	3	3	12	13	12	12	13	13
QQ	2	2	2	2	2	2	5	8	8	10	9	9
RR	-	-	-	-	-	-	1	1	1	1	1	1

*Data excludes Justice, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, temps and multiple components of pay (MCOPs). GOVEX comparable jobs have not been removed from the above data. Report date 7/22/2024. *Law Library and SC Building Commission included in Supreme Court (21600).*



NMJB Average Salary Data ~ Employees by Pay Range

New Mexico Judicial Branch Breakdown of Employees by Pay Range FY2025



Data reflects the number of employees in the New Mexico Judicial Branch Pay Ranges. Employees includes Perm, Term and At-Will, excluding Justices, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, Temporary employees, and Vacant positions.

The New Mexico Judicial Branch **Judicial Specialist 2** job classification is Pay Range **GG**.
Report date 7/22/2024.



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

NMJB FY2025 Average Hourly Rate

PAY RANGE	EMPLOYEE AVERAGE HOURLY RATE											
	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
AA	\$12.48	\$12.26	\$12.61	\$13.00	\$12.47	\$12.92	\$10.88	\$11.43	\$11.60	\$20.04	\$22.76	\$23.45
BB	\$12.85	\$12.99	\$13.00	\$13.05	\$13.05	\$13.14	\$13.57	\$13.67	\$13.53	\$16.05	\$17.44	\$17.92
CC	\$13.60	\$13.57	\$13.79	\$13.88	\$13.99	\$14.38	\$14.42	\$14.34	\$14.76	\$15.74	\$17.12	\$17.93
DD	\$13.67	\$14.32	\$14.32	\$14.32	\$14.32	\$14.97	*	\$15.06	\$12.83	*	*	\$17.64
EE	\$15.81	\$15.87	\$15.74	\$15.76	\$15.95	\$16.58	\$17.11	\$17.15	\$17.36	\$20.02	\$21.64	\$22.21
FF	\$15.18	\$15.16	\$15.14	\$15.05	\$15.66	\$16.11	\$17.49	\$17.02	\$17.52	\$18.30	\$19.10	\$19.46
GG	\$18.15	\$18.14	\$18.04	\$17.81	\$16.52	\$17.44	\$18.61	\$18.76	\$18.64	\$19.82	\$20.99	\$21.60
HH	\$21.54	\$21.58	\$21.54	\$21.51	\$21.05	\$21.76	\$22.63	\$22.92	\$23.12	\$24.60	\$27.34	\$28.16
II	\$22.11	\$22.21	\$22.16	\$22.36	\$22.79	\$23.78	\$24.69	\$25.14	\$25.31	\$27.08	\$28.89	\$29.58
JJ	\$25.96	\$25.88	\$25.91	\$25.78	\$25.79	\$27.09	\$28.55	\$28.28	\$28.69	\$31.29	\$33.93	\$34.55
KK	\$28.79	\$29.21	\$29.15	\$28.92	\$29.12	\$30.61	\$31.67	\$31.89	\$31.93	\$34.09	\$37.28	\$38.29
LL	\$34.00	\$33.92	\$33.48	\$33.58	\$34.19	\$35.83	\$37.86	\$37.65	\$38.07	\$41.13	\$44.56	\$45.94
MM	\$36.48	\$36.59	\$36.35	\$36.66	\$36.93	\$38.87	\$41.11	\$41.32	\$41.73	\$45.20	\$49.09	\$50.36
NN	\$41.69	\$41.85	\$41.90	\$40.42	\$41.65	\$43.32	\$44.18	\$44.73	\$45.93	\$51.70	\$57.89	\$59.92
OO	\$47.80	\$47.72	\$46.79	\$47.31	\$46.41	\$47.81	\$48.44	\$47.51	\$47.95	\$54.80	\$59.29	\$64.24
PP	\$53.55	\$49.54	\$50.60	\$50.60	\$53.84	\$56.29	\$53.22	\$52.64	\$52.67	\$59.57	\$67.49	\$76.84
QQ	\$60.14	\$59.18	\$59.17	\$61.94	\$61.94	\$65.43	\$60.25	\$58.65	\$60.62	\$64.77	\$71.22	\$74.51
**RR	—	—	—	—	—	—	\$71.25	\$71.25	\$73.44	\$86.89	\$92.11	\$115.18

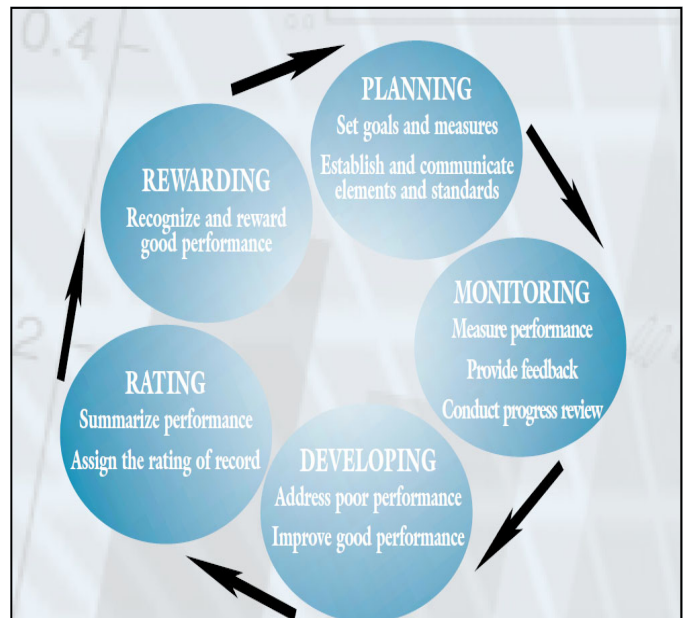
*Data excludes Justice, Judges, Child Support and Domestic Relation Hearing Officers, Special Commissioners, temps and multiple components of pay (MCOPs). GOVEX comparable jobs have not been removed from the above data. Report date 7/22/2024. *Law Library and SC Building Commission included in Supreme Court (21600).*



NMJB Performance Appraisal Process

The New Mexico Judicial Branch performance planning and evaluation process has been developed to establish ongoing communication between the supervisor and employee focusing on employee efforts to achieve established organizational goals.

Performance management is the process of setting expectations, continually monitoring performance, providing ongoing and constant employee feedback to recognize and reward good performance, which strengthens the partnership between supervisors and employees.



The focal point evaluation period begins April 1 through June 30 of every year.

(Adopted by the Supreme Court in June 2005)





**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

Performance Evaluation Detail FY2025 (7/1/24–6/30/25)

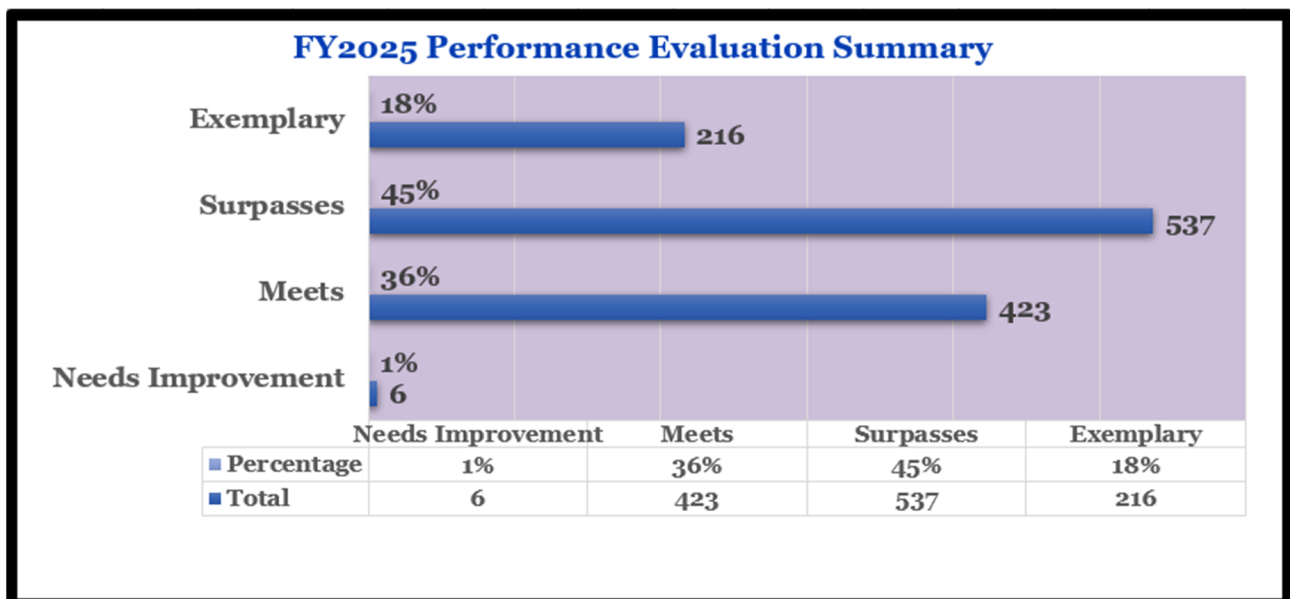
*This detail does not include at-will, probationary or temporary employees.
Data includes employees who completed probationary period in fiscal year.*

COURT	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails To Meet		TOTALS
	# Emp	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	Total Evals Completed
Compilation Commission	0	0%	1	100%	0	0%	0	0%	1
Court of Appeals	2	40%	1	20%	2	40%	0	0%	5
Supreme Court/Law Library/Building Commission	1	6%	4	24%	12	71%	0	0%	17
AOC Admin	5	4%	63	55%	46	40%	0	0%	114
JID	3	6%	23	49%	20	43%	1	2%	47
Metro Court	27	13%	106	51%	73	35%	3	1%	209
DISTRICT COURTS									
1st	13	19%	15	22%	40	59%	0	0%	68
2nd	52	27%	88	46%	51	27%	0	0%	191
3rd	12	14%	39	44%	37	42%	0	0%	88
4th	9	35%	14	54%	3	12%	0	0%	26
5th	12	21%	23	40%	22	39%	0	0%	57
6th	13	25%	28	53%	12	23%	0	0%	53
7th	8	33%	13	54%	3	13%	0	0%	24
8th	15	38%	13	33%	10	26%	1	3%	39
9th	18	51%	9	26%	8	23%	0	0%	35
10th	2	18%	6	55%	3	27%	0	0%	11
11th	9	11%	39	47%	34	41%	1	1%	83
12th	2	5%	16	42%	20	53%	0	0%	38
13th	13	17%	36	47%	27	36%	0	0%	76
Statewide Average	216	18%	537	45%	423	36%	6	1%	1182
	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet Requirements		



Performance Evaluation Summary

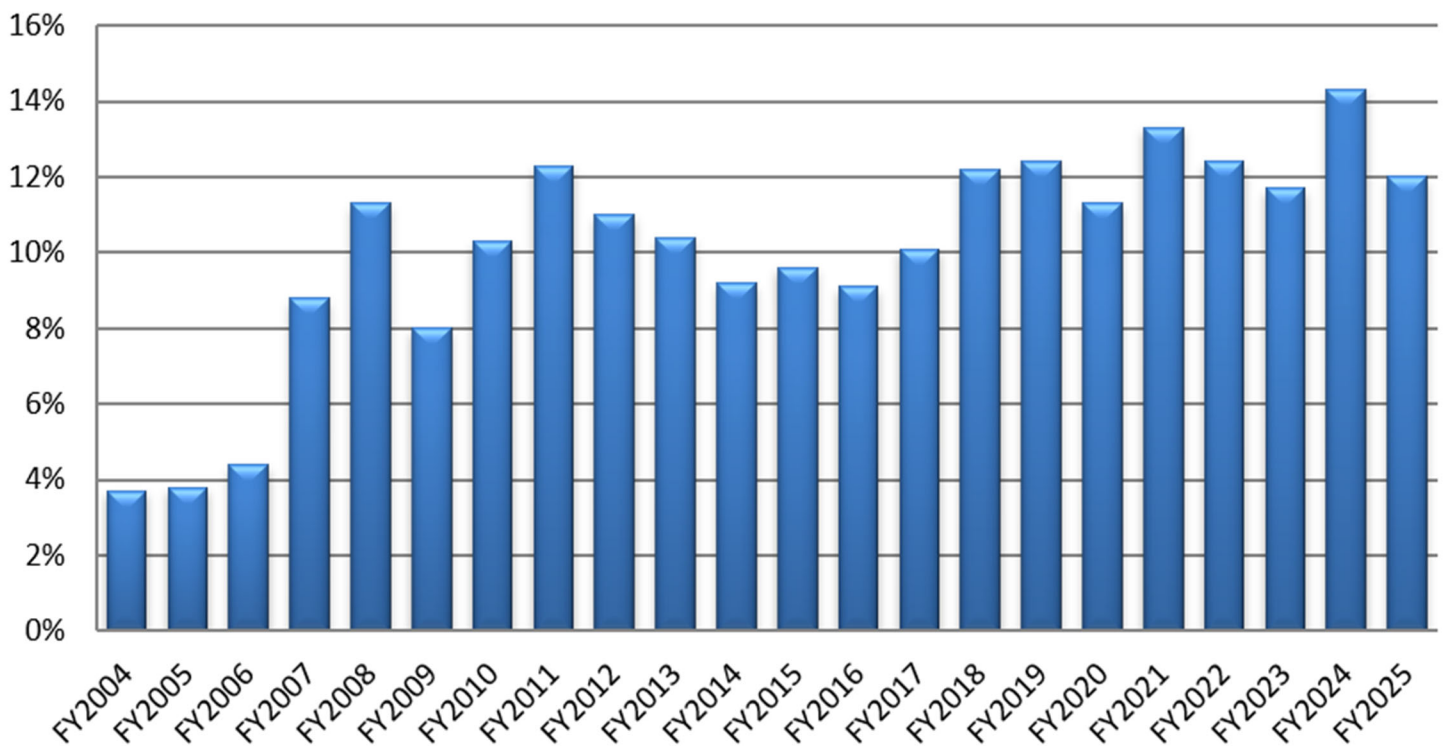
<i>FY2015 - FY2025</i>									
FY2015	301	39%	609	46%	250	14%	6	1%	1166
FY2016	283	27%	520	51%	212	21%	8	1%	1023
FY2017	275	39%	518	48%	240	12%	4	1%	1037
FY2018	328	40%	593	46%	221	12%	14	2%	1156
FY2019	256	31%	667	47%	353	21%	14	1%	1290
FY2020	166	18%	413	31%	582	50%	6	1%	1167
FY2021	260	25%	502	47%	292	28%	6	1%	1060
FY2022	241	23%	508	49%	294	28%	0	0%	1043
FY2023	228	21%	522	48%	341	31%	4	0%	1095
FY2024	208	18%	515	45%	421	37%	5	0%	1149
FY2025	216	18%	537	45%	423	36%	6	1%	1182
	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails To Meet Requirements		Total NMJB Evaluations





FY2004 - FY2025 Vacancy Report Summary

Vacancy Averages



FY2025 Vacancy Rate Average = 12%
1941.50 Judicial Branch positions excluding
Judges, Justices, unauthorized term and temporary positions.
Data as of June 1, 2024



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

**New Mexico Judicial Branch Historical Vacancy Report Summary
Fiscal Year Average per Judicial Entity (Data as of June 2, 2025)**

NMJB AVE VACANCY RATE	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
**Law Library	0%	6%	10%	14%	6%	12%	33%	13%	13%	7%	2%
Comp Comm	0%	0%	12%	49%	42%	18%	0%	17%	0%	7%	15%
Court of Appeals	2%	0%	3%	3%	1%	5%	8%	13%	11%	11%	8%
*Supreme Court	1%	2%	2%	0%	5%	5%	4%	10%	10%	11%	4%
AOC	3%	7%	3%	6%	5%	3%	3%	5%	10%	11%	7%
AOC-SCS											
JID	15%	16%	6%	9%	6%	8%	8%	10%	14%	11%	8%
COD	2%	3%	4%	5%	4%	5%	6%	12%	11%	16%	12%
WEP	9%	3%	7%	11%	11%	10%	23%	18%	18%	14%	20%
**SC Bldg Comm	0%	0%	0%	1%	58%	0%	13%	13%	0%	2%	0%
BCMC	10%	11%	7%	8%	6%	6%	9%	11%	11%	14%	13%
1st JDC	6%	5%	0%	7%	9%	6%	4%	7%	9%	10%	7%
***Magistrate											
2nd JDC	5%	5%	4%	8%	9%	9%	11%	10%	9%	12%	12%
3rd JDC	1%	3%	6%	8%	5%	7%	11%	14%	6%	7%	10%
***Magistrate											
4th JDC	0%	3%	7%	9%	8%	11%	8%	8%	4%	11%	8%
***Magistrate											
5th JDC	3%	3%	1%	8%	3%	4%	6%	8%	10%	7%	6%
***Magistrate											
6th JDC	13%	7%	6%	8%	10%	14%	9%	9%	16%	12%	12%
***Magistrate											
7th JDC	0%	0%	4%	14%	20%	16%	18%	21%	27%	23%	19%
***Magistrate											
8th JDC	4%	2%	0%	11%	6%	6%	8%	8%	7%	2%	2%
***Magistrate											
9th JDC	0%	2%	6%	10%	8%	5%	5%	14%	9%	5%	6%
***Magistrate											
10th JDC	0%	0%	4%	4%	16%	15%	22%	22%	22%	12%	11%
***Magistrate											
11th JDC	3%	3%	2%	3%	2%	6%	12%	19%	15%	13%	11%
***Magistrate											
12th JDC	6%	4%	2%	4%	13%	11%	12%	15%	15%	16%	131%
***Magistrate											
13th JDC	2%	3%	240%	4%	6%	3%	8%	8%	7%	6%	5%
***Magistrate											
NMJB AVE	4%	4%	4%	9%	11%	8%	10%	12%	11%	10%	14%

1974.50 NMJB FTE excluding judges, justices, unauth terms, temps

**FY2019 data excludes June 2019 ~ 11 mo ave* [As of FY2020 Law Library & SC Bldg in SC data. **FY20 Magistrate data excludes July, Aug, Sept 2019 ~ 9 mo ave.*



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

**New Mexico Judicial Branch Historical Vacancy Report Summary
Fiscal Year Average per Judicial Entity (Data as of June 2, 2025)**

NMJB AVE VACANCY RATE	FY 2015	FY 2016	FY 2017	FY 2018	FY *2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
**Law Library	18%	3%	3%	16%	23%	n/a	n/a	n/a	n/a	n/a	n/a
Comp Comm	14%	15%	17%	17%	31%	33%	19%	18%	17%	17%	15%
Court of Appeals	3%	6%	8%	11%	8%	10%	11%	12%	13%	14%	11%
*Supreme Court	6%	10%	7%	15%	28%	15%	13%	15%	11%	13%	12%
AOC	7%	4%	7%	12%	12%	27%	19%	12%	12%	14%	17%
AOC-SCS					4%	0%	2%	1%	13%	39%	11%
JID	10%	9%	4%	8%	7%	7%	9%	12%	7%	13%	14%
COD	9%	13%	15%	12%	8%	7%	7%	1%	3%	5%	2%
WEP	17%	27%	32%	35%	33%	63%	43%	25%	17%	24%	16%
**SC Bldg Comm	0%	0%	6%	6%	n/a	n/a	n/a	n/a	n/a	n/a	n/a
BCMC	12%	13%	16%	18%	17%	15%	19%	22%	20%	19%	18%
1st JDC	12%	9%	15%	18%	12%	13%	17%	17%	13%	14%	13%
***Magistrate						13%	22%	34%	32%	19%	23%
2nd JDC	14%	15%	15%	13%	15%	16%	17%	21%	15%	12%	14%
3rd JDC	8%	7%	10%	12%	11%	8%	13%	10%	12%	12%	5%
***Magistrate						6%	9%	7%	8%	5%	9%
4th JDC	10%	5%	3%	5%	4%	5%	8%	11%	17%	6%	12%
***Magistrate						0%	9%	9%	9%	10%	27%
5th JDC	7%	5%	4%	4%	6%	7%	5%	8%	13%	7%	9%
***Magistrate						7%	15%	19%	8%	9%	21%
6th JDC	11%	7%	13%	11%	10%	6%	19%	12%	7%	9%	8%
***Magistrate						0%	9%	8%	6%	6%	1%
7th JDC	17%	15%	14%	16%	14%	20%	21%	20%	23%	16%	16%
***Magistrate						15%	16%	33%	26%	16%	15%
8th JDC	2%	4%	4%	6%	4%	15%	13%	14%	14%	9%	6%
***Magistrate						2%	9%	15%	9%	16%	0%
9th JDC	5%	5%	8%	7%	7%	5%	11%	11%	5%	8%	7%
***Magistrate						5%	13%	0%	7%	15%	16%
10th JDC	12%	11%	13%	11%	5%	3%	1%	1%	3%	8%	10%
***Magistrate						0%	4%	2%	7%	0%	6%
11th JDC	12%	14%	14%	16%	16%	14%	16%	13%	15%	8%	12%
***Magistrate						11%	20%	4%	4%	6%	7%
12th JDC	9%	10%	13%	13%	8%	3%	12%	15%	13%	15%	12%
***Magistrate						8%	15%	8%	8%	3%	4%
13th JDC	6%	2%	7%	9%	6%	5%	8%	8%	6%	8%	9%
***Magistrate						1%	9%	4%	4%	2%	9%
NMJB AVE	10%	9%	10%	12%	12%	11%	13%	12%	12%	12%	12%

1974.50 NMJB FTE excluding judges, justices, unauth terms, temps

**FY2019 data excludes June 2019 ~ 11 mo ave* [As of FY2020 Law Library & SC Bldg in SC data. **FY20 Magistrate data excludes July, Aug, Sept 2019 ~ 9 mo ave.*



NMJB Job Classification Audit Process

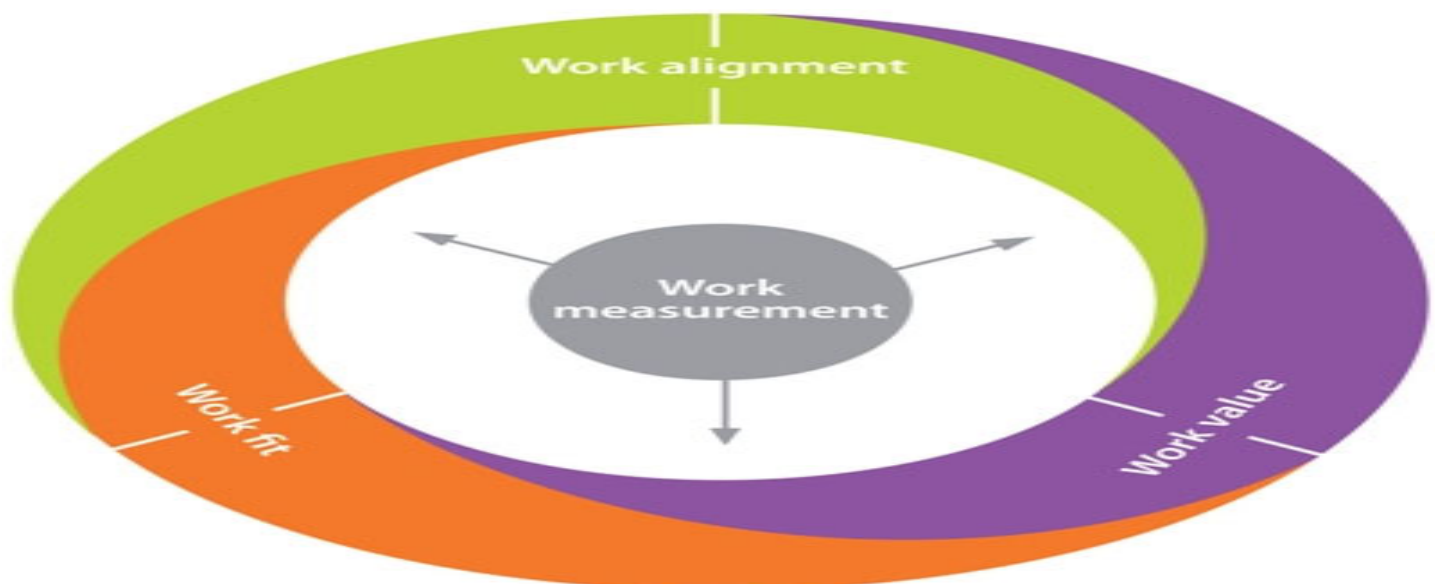
Hay Guide-Chart Profile Method of Job Evaluation™ System

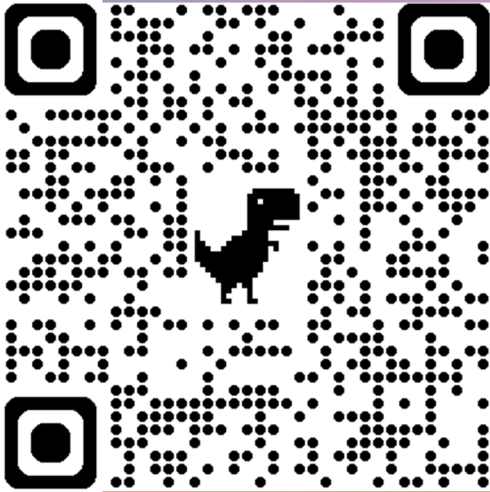
The Job Measurement tool used by the New Mexico Judicial Branch, as well as the New Mexico Executive and Legislative Branch is the Hay Guide-Chart Profile Method of Job Evaluation™ system. The HAY Method is the world's most widely used and respected job evaluation process, which has been used for the past 60 years.

Evaluations are based on the degree to which jobs reflect know-how, problem solving, and accountability factors. Jobs change over time and updated job descriptions are required for evaluation to track those changes. The job evaluation is objective, is not a measure of the performance of the position holder, is strictly a measure of the contribution made by the position, and is not how well an incumbent may or may not perform in the position. All jobs are measured on the premise that they can and will be competently performed. Based on the results of the audit or evaluation, jobs are assigned to the appropriate Judicial Branch pay range. Job classifications are audited and evaluated every five years approximately.

The contribution the position makes to the organization is measured through a 3-dimensional process

- Know-How [what a job holder must bring to the position]
- Problem Solving / Thinking [how they apply this to the challenges in the job]
- Accountability / Decision Making [the impact the job's outputs have on the success of the organization].





**QR Code to the most current New Mexico
Judicial Branch Job Classification and Pay
Schedule, or access through the link below.**

Job Classification and Pay Schedule



NMJB Out of Cycle Adjustment Summary

Out-of-Cycle (OOC) Adjustments: OOCs allow management the flexibility to provide salary growth and career progression for employees within the assigned salary range. As a key component to the Judiciary's compensation initiatives, OOC increases provide opportunities for movement through assigned salary ranges based upon the principles of appropriate employee salary range placement and progression, job competency, demonstrated exceptional performance, and salary alignment. The more proficient an employee becomes, the closer to the assigned full performance value (excel) they should be paid.

An employee's salary may be increased up to 10% during a fiscal year commensurate with the OOC Guidelines. The Judicial entity must certify funding of the increase from current appropriations with no additional or emergency funding requests. (Ref: Supreme Court Order #05-8500, effective August 15, 2005 and 11-8500, effective September 27, 2011.)

OOCs were allowed during FY2025 based on Demonstrated Exceptional Performance and Salary Alignment criteria.

Out-of-Cycle Adjustments									
	FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Approved	233	173	151	58	1	0	22	57	50
Disapproved	5	2	0	5	2	6	0	0	2

Out-of-Cycle Adjustments											
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Approved	47	53	131	105	130	100	15	196	177	143	183
Disapproved	3	1	1	0	2	19	1	0	2	15	6

TOTAL AVERAGE % Increase:

FY2025 OOCs: 10.64%



NMJB Out of Cycle Adjustment Detail FY2025

<u>Judicial Entity</u>	Approved	Denied	Average Increase
Compilation Commission	2	0	8.00%
Judicial Standards	4	0	1.83%
Court of Appeals	9	0	5.78%
Supreme Court	6	0	6.71%
AOC	45	0	10.36%
Metro Court	8	0	11.08%
District Courts			
1st JD	5	0	11.84%
2nd JD	15	0	14.02%
3rd JD	12	0	6.51%
4th JD	2	0	11.15%
5th JD	10	0	7.91%
6th JD	2	0	12.50%
7th JD	1	0	20.00%
8th JD	36	6	4.99%
9th JD	9	0	11.04%
10th JD	1	0	20.00%
11th JD	4	0	11.24%
12th JD	6	0	13.16%
13th JD	6	0	14.09%
<i>TOTAL AVERAGE % Increase of FY2025 OOCs: <u>10.64%</u></i>			



NMJB Position Reclassification Summary

Position Reclassification: The Position Reclassification process provides an avenue for managers to reclassify vacant and filled positions when the job content assigned to a position or employee has substantially changed. Each reclassification request is reviewed for appropriate placement within the Judicial Entity's organization structure, the employee's current job tasks, if the employee meets the minimum qualifications of the job, and when funds are available. The AOC HRD Director approves position reclassification requests.

Any change in compensation as a result of a reclassification resulting in movement to a higher pay range may be up to 100% of the new pay range or an increase of up to 15% of the employee's current pay rate without approval of the AOC Director.

Any change in compensation as a result of a reclassification resulting in movement to a lower pay range shall not be more than 15% less than the employee's current pay rate; unless the assigned pay range of the new job classification has a maximum pay rate that is more than 15% below the employee's current pay rate.

Position Reclassification History

	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Approved	51	30	36	4	11	76	256	66	117
Disapproved	2	0	6	0	1	2	1	2	4

Position Reclassification History

	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
Approved	110	91	166	183	167	120	284	167	236	204
Disapproved	0	1	4	1	4	0	0	1	2	1

TOTAL Average % Increase:

FY2025: 8%



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**

NMJB Position Reclassification Detail FY2025

<u>Job Classification</u>	Approved	Denied	Average % Increase	% of Positions Vacant when Reclassified
Compilation Commission	0	0	0%	0%
Judicial Standards	0	0	0%	0%
Court of Appeals	18	0	2%	72%
Supreme Court	7	0	8%	57%
AOC	31	0	14%	65%
Metro Court	14	1	.13%	100%
District Courts				
1st JD	10	0	10%	100%
2nd JD	21	0	-.13%	95%
3rd JD	9	0	5%	78%
4th JD	4	0	17%	25%
5th JD	11	0	4%	82%
6th JD	16	0	5%	69%
7th JD	6	0	23%	50%
8th JD	7	0	19%	57%
9th JD	17	0	6%	53%
10th JD	1	0	14%	0%
11th JD	16	0	-.17%	69%
12th JD	5	0	9%	100%
13th JD	11	0	7%	91%

***TOTAL Average % Increase of FY2025 Position Reclassifications:
8%***



**New Mexico Judicial Branch
Classification & Compensation Plan
Fiscal Years 2025
Including FY 2026 & 2027 Judicial & Employee Compensation**



(L-R) front row Faith Montoya, Isaiah Baca, Samantha Abeyta
(L-R) back row Brittany Lucero, Sylvia Rodriguez, Victoria Sandoval, DeVonna Burns, Lynette Paulman-Rodriguez, Tyra J. Chavez, & Tamara A. Roybal



Georgia Duncan



Gabriel Suazo-Amador



Karen Carson

**Administrative Office of the Courts
Human Resources Division
202 East Marcy Street
Santa Fe, NM 87501**