

1 **IN THE SUPREME COURT OF THE STATE OF NEW MEXICO**

2 **April 23, 2018**

3 **NO. 18-8500-005**

4 **IN MATTER OF THE APPROVAL OF**
5 **A COMPENSATION INITIATIVE FOR**
6 **NEW MEXICO JUDICIAL BRANCH EMPLOYEES**
7 **FOR FISCAL YEAR 2019**

8 **ORDER**

9 WHEREAS, this matter came on for consideration by the Court upon
10 recommendation of the Chief Judges Council to provide guidance for the
11 implementation of the compensation increases authorized for New Mexico
12 Judicial Branch employees under the Judiciary’s Workforce Investment Plan and
13 as funded by the General Appropriations Act of 2018, and the Court having
14 considered the recommendation and being sufficiently advised, Chief Justice
15 Judith K. Nakamura, Justice Petra Jimenez Maes, Justice Charles W. Daniels,
16 and Justice Barbara J. Vigil concurring;

17 NOW, THEREFORE, IT IS ORDERED that all judicial entities subject to
18 the Judiciary's unified budget process shall increase the compensation of all
19 eligible employees in accordance with the following terms of this order:

- 20 1. All non-probationary classified employees with satisfactory
21 performance documented by their most recent performance

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evaluation in Fiscal Year 2018 with a rating of “meets requirements,” “surpasses,” or “exemplary,” and all at-will employees are eligible for compensation increases, subject to the limitations in this order;

2. All eligible non-probationary classified employees and at-will employees who do not serve as personal staff to a judge in one of the positions set forth in Section 5 of this order shall receive a two percent (2%) increase;

3. After calculating any increase authorized in Section 2 of this order, any eligible employee who is below the compa-ratio targets set forth below shall receive a compensation increase sufficient to meet the following compa-ratio targets:

- A. Any eligible employee who has served in the employee’s current job classification for at least three (3) years shall be compensated at a compa-ratio of ninety percent (90%);
- B. Any eligible employee who has served in the employee’s current job classification for at least six (6) years shall be compensated at a compa-ratio of ninety-five percent (95%);
- C. Any eligible employee who has served in the employee’s current job classification for at least ten (10) years shall be compensated at a compa-ratio of one hundred percent (100%); and
- D. Any eligible employee who has served in the employee’s current job classification for at least fifteen (15) years shall be compensated at a compa-ratio of one hundred five percent (105%);

4. After calculating any increase authorized in Sections 2 and 3 of this order, any eligible non-probationary classified employee who has received a cumulative compensation increase that is less than four and one-half percent (4.5%) shall receive an additional compensation increase to bring that employee to a cumulative compensation increase that totals four and one-half percent (4.5%), except that any employee serving in a Judicial Specialist job

1 classification who received a compensation increase in Fiscal Years
2 2017 or 2018 pursuant to Element A of the Workforce Investment
3 Plan shall not receive any additional compensation increase beyond
4 those increases authorized under Sections 2 and 3 of this order;

5 5. All at-will judicial employees who serve as personal staff to a judge
6 in one of the following job classifications shall receive a
7 compensation increase up to a compa-ratio of one hundred eleven
8 percent (111%), which would be implemented at the following
9 hourly pay rates:

- 10 A. Appellate Paralegal (\$26.683 per hour);
- 11 B. Bailiff (U) (\$13.042 per hour);
- 12 C. Bailiff Security (U) (\$13.717 per hour);
- 13 D. Certified Court Monitor (U) (\$17.612 per hour);
- 14 E. Certified Court Reporter (U) (\$26.683 per hour); and
- 15 F. Trial Court Administrative Assistant (\$23.678 per hour) ;

16 6. Any at-will judicial employee who serves as personal staff to a
17 judge in one of the job classifications set forth in Section 5 of this
18 order who is already compensated at or above the one hundred
19 eleven percent (111%) compa-ratio hourly rates set forth in Section
20 5 of this order shall remain at the employee's current compa-ratio
21 and hourly rate of pay;

22 7. Eligible at-will employees who do not serve as personal staff to a
23 judge in one of the job classifications set forth in Section 5 of this
24 order shall receive an additional two and one-half percent (2.5%)
25 compensation increase for a total compensation increase in Fiscal
26 Year 2019 of four and one-half percent (4.5%); and

27 8. For any employee who is eligible for a compensation increase under
28 this order that would result in that employee exceeding the one
29 hundred twenty-five percent (125%) compa-ratio maximum, the
30 employee shall receive an hourly pay rate increase up to the one
31 hundred twenty-five percent (125%) compa-ratio maximum and
32 shall receive a lump-sum payment equal to that portion of the

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compensation increase that exceeds the compa-ratio maximum;

IT IS FURTHER ORDERED that job classification pay ranges shall not be increased for inflation or due to the compensation increases authorized by this order for Fiscal Year 2019; and

IT IS FURTHER ORDERED that the compensation increases authorized by this order shall be effective beginning with the first full pay period in Fiscal Year 2019, which starts on July 14, 2018.

IT IS SO ORDERED.

WITNESS, Honorable Judith K. Nakamura, Chief Justice of the Supreme Court of the State of New Mexico and the seal of said Court the 23rd day of April, 2018.

(SEAL)

Joey D. Moya, Chief Clerk of the Supreme Court
of the State of New Mexico