



New Mexico Judicial Branch

Administrative Office of the Courts Classification & Compensation Plan Fiscal Year 2013

Includes Fiscal Year 2012 Summary Report

Honorable Petra Jimenez Maes, Chief Justice
New Mexico Supreme Court

Arthur W. Pepin, Director
Administrative Office of the Courts

Lynette Paulman-Rodriguez
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Human Resources Division Director



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Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

AOC Human Resources Division

Place Holder for Supreme Court Order...

To be drafted upon approval by
Budget Committee and Chief Judges Council.



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

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Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

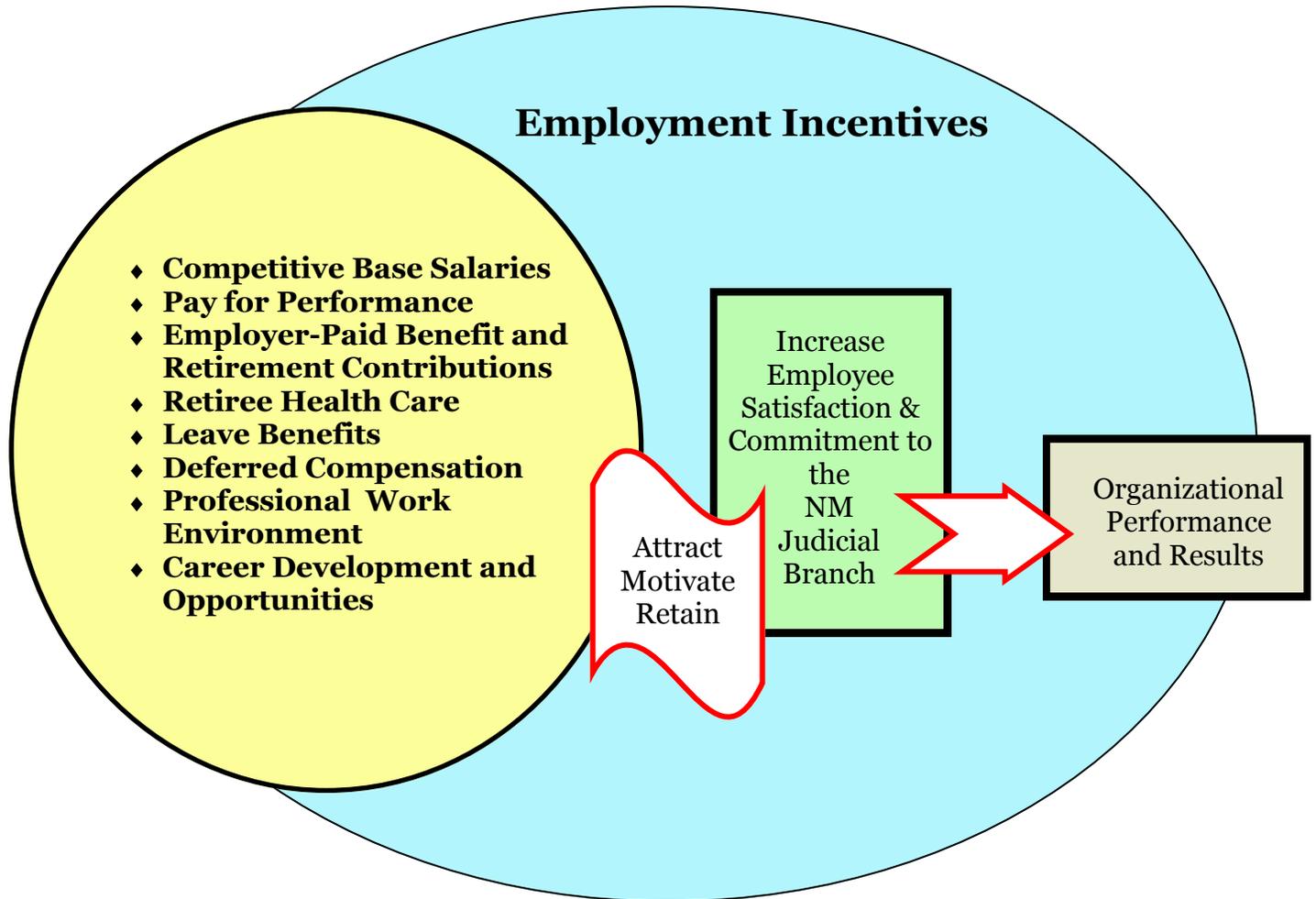
AOC Human Resources Division

Place Holder for Supreme Court Order...

To be drafted upon approval by
Budget Committee and Chief Judges Council.



Strategy to Attract, Motivate and Retain





Classification & Compensation Plan Fiscal Year 2013

Judicial Branch, State 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.

Employees contribute 8.92% of gross salary.
The Judicial Branch contributes 15.09% of employee's gross salary.

Employee Retirement

Starting July 1, 2010, new age and service requirements went into effect. For those members who were already employed by a PERA-affiliated employer or were not currently working for a PERA-affiliated employer but had contributions on account with PERA as of June 30, 2010, the following Tier 1 age and service requirements apply:

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.

For those members who start working for a PERA-affiliated employer and did not have contributions on account with PERA as of July 1, 2010, 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 80 or more; or
- Age 67 with 5 or more years of service credit.



Judicial Retirement

Magistrate Judges Retirement

Eligibility: At age 64 with five or more years of service; age 60 with 15 or more years of service; at any age with 24 or more years of service. Member Contribution 10.75%; employer 7.75%.

Judicial Retirement

Membership in the fund includes Supreme Court Justices, Court of Appeals, District and Metropolitan Court Judges. JRA age and service eligibility: Member prior to 7/1/05, age 60 or older with 15 or more years of service credit; or age 64 or older with five or more years of service credit. Member on or after 7/1/05, age 55 or older with 16 or more years of service credit; or age 64 or older with five or more years of service credit. Member contribution 10.75%; employer 8.75%.

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



Contact Information: 505-883-4503 or www.pera.state.nm.us



Judicial Branch Total Benefit Compensation

Competitive Employee Benefits Package

GOAL:
 Attract, recognize,
 reward and retain
 employees.

Competitive Base Salaries

Salary Structure is reviewed annually and adjusted commensurate with the Consumer Price Index and Competitive Market.

Deferred Compensation Plan

www.newmexico457dc.com

Pay for Performance

Classified Employee Salary Matrix moves employees more quickly through assigned pay range and recognizes high performers.

Employer-Paid Benefit Contributions

Judicial Branch pays between 80% and 60% of insurance premium cost depending upon an employee's salary level.

Leave Benefit

Generous paid allowances for sick, vacation and holidays.

Leave Accrual Rates

(Per Pay Period)

Sick Leave 3.69

Annual Leave

(Years; Accrual Rate)

0 to 3; 4.62

3 to 7; 5.54

7 to 14; 6.46

Over 14; 7.39

Employer-Paid Retirement Contributions

Public Employees Retirement Association (PERA)

Magistrate Retirement Act (MRA)

Judicial Retirement Act (JRA)

Retiree Health Care

Benefits Positioning - 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."



Judges' Pay History

Recent Pay History

Effective Date	Annual Pay Rate Associate Justice	% Increase
January 3, 2004	\$99,170	
July 1, 2004	\$105,120	6.00%
July 1, 2005	\$106,960	1.75%
July 15, 2006	\$115,040	7.55%
July 14, 2007	\$120,792	5.00%
July 1, 2008	\$123,691	2.40%
July 1, 2009	\$123,691	-0-
July 1, 2010	\$123,691	-0-
July 1, 2011	\$123,691	-0-
July 1, 2012	\$123,691	-0-

Reference page 24 for additional judicial salary information.



History—Number of Justices and Judges



NM Supreme Courthouse
 Built 1937 Santa Fe, NM

Five Supreme Court Justices

Ten Court of Appeals Judges

District Court Judges

Court	FY01 -03	FY04-05	FY06	FY07	FY08-FY10	FY11	FY12 FY13
1st	7	7	7	7	7	8	8
2nd	23	23	24	24	26	26	26
3rd	6	7	7	8	8	8	8
4th	2	2	2	2	3	3	3
5th	8	8	8	10	10	10	10
6th	2	3	3	3	4	4	4
7th	3	3	3	3	3	3	3
8th	2	2	2	2	2	2	3
9th	3	3	4	5	5	5	5
10th	1	1	1	1	1	1	1
11th	6	6	7	8	8	8	8
12th	4	4	4	4	4	4	4
13th	5	6	6	7	7	7	7

Metropolitan Court Judges

FY01-05	FY06	FY07-12
16	18	19

Magistrate Court Judges

FY01	FY02 -05	FY06-07	FY08-FY13
61	62	65	66



Bernalillo County Metropolitan Court



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Target Pay Rates

Compa Ratio Targets - 95% for classified employees was approved by the Supreme Court in an Order dated June 25, 2001. **108%** for At-will employees.

Average Annual Salaries

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
At-Will	\$39,013	\$37,786	\$42,624	\$43,544	\$46,060	\$45,732	\$46,759	\$46,020
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
Data excludes judges and temp employees.								

Average Compa Ratio—All Employees

	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
At-Will	102.61	104.36%	105.2%	105.65	108%	107.8%	108.4%	108%
PERM & TERM	92.91%	96.19%	91.61%	94.37%	95% Perm 92.4% Term Avg. 93.7%	94.7% Perm 91.5 % Term Avg. 93.1%	93.6% Perm 92.7% Term Avg. 93.15%	93.3% Perm 90% Term Avg. 91.65%

Compa ratio is based upon 100% of the Pay Range. Report date 6/30/12. No Judges or temporary employees included.



New Mexico Court of Appeals, Pamela B. Minzner Law Center, Built in 2009,
 Albuquerque, NM



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Average Compa Ratio—By Court

COURT	June FY05	June FY06	June FY07	June FY08	June FY09	June FY10	June FY11	June FY12
Supreme Court	96.93	97.3	98.91	104.7	104	103.2	103.5	104.4
Law Library	98.69	102.6	102.77	96	100	100.6	99.5	100.3
Supreme Court Building Commission	105.86	103.54	89.01	90.0	100	102.4	102.8	102.5
Court of Appeals	94.42	95.7	94.25	100.5	103.8	103.8	103.4	103.1
AOC	89.87	92.94	87.01	91.19	93.2	93.32	92.6	91.9
Compilation Commission	97.7	99.3	106.22	118.10	100	107.1	105.1	99.5
Metro Court	92.91	92.18	92.02	94.66	93.4	92.8	92.4	92.0
DISTRICT COURTS								
1st	99.22	97.65	89.12	97.87	100.2	99.0	100.0	100.6
2nd	96.18	95.78	94.24	96.51	97.7	97.0	95.2	94.9
3rd	93.41	93.68	93.29	95.11	98.5	98.0	98.4	96.9
4th	95.0	96.98	93.88	96.41	96.8	97.9	98.1	96.9
5th	99.94	100.91	100.08	101.34	99.6	100.3	100.7	100.4
6th	95.88	96.0	97.64	100.81	100.3	98.8	99.2	99.0
7th	92.54	94.61	94.48	97.27	95.7	97.6	98.1	100.6
8th	98.66	99.47	92.39	98.52	95.6	95.83	96.1	95.5
9th	101.52	98.7	94.37	101.93	101.9	103.19	102.0	101.5
10th	99.57	110.0	99.42	96.59	97.6	95.68	95.7	96.7
11th	92.37	93.02	94.88	97.29	96.8	95.83	97.0	95.8
12th	92.79	93.44	90.96	98.51	96.1	96.5	95.4	94.8
13th	97.73	96.87	100.79	103.5	101	101.60	101.4	101.4

Report date 6/30/12. Data combines filled PERM, TERM and At-Will positions. Judges and temps excluded.



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Average Hourly Rate FY2012

PAY RANGE	# EMPLOYEES IN PAY RANGE			EMPLOYEE AVERAGE HOURLY RATE			
	FY09	FY10	FY11	FY09	FY10	FY11	Fy12
A	8	7	7	\$11.71	\$11.77	\$11.77	\$11.77
B	57	54	53	\$12.04	\$12.09	\$12.05	\$11.94
C	25	24	22	\$12.94	\$12.91	\$12.95	\$12.94
D	2	1	1	\$13.45	\$13.45	\$13.45	\$12.60
E	146	146	177	\$13.89	\$13.73	\$13.83	\$14.17
*F	495	479	467	\$14.75	\$14.73	\$14.59	\$14.46
G	102	100	101	\$17.49	\$17.47	\$17.32	\$17.32
H	277	269	256	\$20.30	\$20.36	\$20.39	\$20.39
I	172	174	166	\$21.47	\$21.35	\$21.28	\$21.09
J	130	122	114	\$24.75	\$24.63	\$24.79	\$24.77
K	70	74	72	\$27.62	\$27.74	\$27.44	\$27.04
L	74	70	70	\$32.80	\$32.75	\$32.28	\$32.17
M	74	75	67	\$34.87	\$34.84	\$34.37	\$34.32
N	21	20	21	\$38.68	\$38.48	\$38.18	\$38.42
O	18	16	16	\$45.75	\$45.65	\$45.71	\$44.89
P	5	5	6	\$51.79	\$51.19	\$51.08	\$50.25
Q	2	2	2	\$56.48	\$56.48	\$56.48	\$56.48

Report Date 6/30/12. The above reflects filled PERM, TERM and AT-WILL FTE. No Judges or temps included.
 *The Court Clerk 2, which is the middle of the Judicial Branch Court Clerk classification series is a Pay Range FF.



M'Kinley County, 11th Judicial District Courthouse, Built 1938/2004
 Gallup, NM



Comparison Market

Previous Comparison Market—Prior to 2005, the Judiciary’s primary comparison market was that of other courts nationwide and the New Mexico Executive Branch. The Judicial Salary Survey surveyed 22 state courts nationwide. Those state courts included: Arizona Supreme Court, Arizona Juvenile Courts, Louisiana, Montana,, Nevada, Oklahoma. Oregon, South Dakota, Texas, Utah, Washington West Virginia and Wyoming State Courts and the New Mexico Executive Branch.

Current Comparison Market—The comparison market adopted by Supreme Court in July 2005 includes: New Mexico Federal Courts; Arizona, Colorado, Nevada and Texas State courts; New Mexico State Universities; Los Alamos National Laboratory; local law firms (when comparing legal jobs); State of New Mexico Executive Branch; cities of Albuquerque, and Santa Fe; counties of Bernalillo, Chaves, Dona Ana, San Juan, San Miguel and Santa Fe.



Union County 8th Judicial District
Courthouse, Built 1908
Clayton, NM



Bernalillo County, 2nd Judicial District
Courthouse, Built 2001
Albuquerque, NM



Salary Structure

Changes in salary structure have been the practice of the Judiciary for many years as it reflects changes in labor market pricing among competitors, and 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 job levels.

Upward adjustments in a salary structure move target pay rates up and when such structure adjustments are not funded and/or there is no opportunity for pay for performance due to budget constraints, as has been the case since FY10 it is not advisable to adjust the salary structure.

Past Salary Structure Adjustments (Past 11 years.)

Effective Date	Fiscal Year	% Increase
July 2012	FY13	0%
July 2011	FY12	0%
July 2010	FY11	0%
July 2009	FY10	0%
June 28, 2008	FY09	3.1%
July 1, 2007	FY08	3.0%
July 1, 2006	FY07	3.5%
July 1, 2005	FY06	1.75%
July 2004	FY05	2.0%
January 1, 2004	FY04	2.8%
July 2002	FY03	0%



Fy2012 Biyearly Salary Survey

The New Mexico Judicial Branch Bi-Yearly Salary Survey was completed in the fall of 2011. The following 19 jobs were evaluated: Administrative Assistant 2, AOC Systems Manager, Attorney-General Counsel, Law Librarian 2, Court Executive Officer 2, Court Clerk 2, Court Manager 2, Court Interpreter, Court Monitor, Real Time Certified Court Reporter, Database Administrator, Facilities Director, Financial Specialist, HR Administrator, Network Systems Administrator, Paralegal, Court Probation Officer 2, Certified Real Time Court Reporter, and Trial Court Administrative Assistant.

A quartile analysis was done and responses that result in more than a 35% difference in mid point or pay will be deemed poor matches. The goal of the survey is to determine if the Judicial Branch is meeting its comparative market in terms of mid point and pay range opportunities. Salary survey data will be available through the AOC HR Division.

There were no matches for Court Manager 1, Real Time Court Reporter, Court Interpreter, Court Monitor, Court Reporter, Trial Court Administrative Assistant. Seven of the remaining benchmark positions surveyed indicate that the NM Judicial Branch's mid point (100% compa ratio) is on average 8.32% higher; and of the remaining benchmark positions the NM Judicial Branch is on average 10% lower. The Attorney-General Counsel and Facilities Director were the most significant differences in mid point assignment (higher than NM Judicial Branch). The survey overall reflects that the NM Judicial Branch's pay structure remains relatively equal with its competitive market.



Pay Delivery Systems

The new evaluation system was developed to establish employee performance plans upfront, improve the connection between work and organizational goals, increase productivity, encourage more two-way communication between employees and supervisors in the planning and evaluation process and to measure success more easily.

In 2010, the Administrative Office of the Courts, Human Resources Division (AOC HRD) along with the Judicial Information Division (JID) staff finalized the automation of the Performance Planning and Evaluation System. The first test phase began in April 2011, with the First Judicial District Court, JID and AOC HRD. The second and final phase of the automation roll-out was completed September of 2012.

Pay for Performance

The Judiciary has embraced the pay-for-performance concept and its tie to employee compensation.



The Performance Planning & Evaluation Cycle

Planning—
Communication—
Evaluation—
Planning....

Performance based increases are in accordance with the adopted Judicial Compensation Classified Employee Salary Matrix.

An employee whose score on the performance evaluation is less than meets requirements is not eligible for a performance based increase.

Temp employees are not eligible for performance based salary increases

Employees at the maximum of the pay range (125% compa ratio) shall receive a one-time lump sum payment based upon 100% compa ratio of the employee's assigned pay range.

No performance evaluation is required for At-Will employees.

For FY13, pay increases will not accompany performance evaluations.

Employee performance planning and evaluation is required to be completed during the designated periods. This is regardless of the lack of legislative funds for this purpose for FY13.

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

(Adopted by the Supreme Court in June, 2005.)



Classification & Compensation Plan Fiscal Year 2013
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Pay Delivery Focal Point Evaluation Summary FY12 (7/1/11–6/30/12)

* Total Evaluations Completed does not reflect all FTE. Please see note on following page regarding reporting.
 (This summary does not include At-Will, Probationary or Temporary employees.)

COURT	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet		Total Eval Completed
	# Emp Eval	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	# Emp	% of Total Evals	
Supreme Court									5
Supreme Court Building Commission									
Law Library	4	57.14%	3	42.86%	0		0		7
*Court of Appeals	3	100%							3
* AOC Admin	16		4		0		0		20
JID NO DATA									
Compilation Commission	4	100%	0		0		0		4
* Magistrate Courts	35		73		20		1		129
Metro Court	33	13.98%	118	50%	82	34.75%	3	1.3%	236
DISTRICT COURTS									
1st									48
2nd	61	5.3%	92	7.99%	72	6.25%	0		225
3rd	26	44.83%	25	43.10%	7	12.07%	0		58
4th									11
5th									27
6th									18
7th									7
8th	5	35.7%	8	57.1%	1	7.1%	0		14
9th	15	51.72%	14	48.28%	0		0		29
10th									7
11th									34
12th									12
13th	29	58%	15	30%	6	12%	0		50
* Statewide Average									
	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet		



Pay Delivery Systems

<i>Pay for Performance Focal Point Evaluation Summary FY07 - FY12</i>									
FY07	166	14.41%	459	39.84%	519	45.05%	8	.69%	1152
FY08	235	18.25%	498	38.66%	541	42%	14	1.09%	1288
FY09	274	21.2%	573	44.3%	435	33.6%	5	1.8%	1294
FY10	219	24.6%	432	48.6%	234	26.3%	4	0.4%	889
FY11	259	30.1%	412	47.9%	185	21.5%	5	0.6%	861
FY12	-	-	-	-	-	-	-	-	-
	Exemplary		Surpasses		Meets Requirements		Needs Improvement or Fails to Meet		Total Evals

NOTE

There were performance evaluations completed in most Judicial Entities (see totals). Due to automated reporting concerns, only data submitted by courts utilizing manual excel calculations are noted above by category.

The automated system reporting is being updated and is expected to be viable for FY14.

The judicial entities around the state did a very good job utilizing the automated performance planning & evaluation system.

Thank you.



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

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 (100% compa ratio) he or she should be paid.

Employees may receive an OOC increase one time per fiscal year, of no more than 10% commensurate with the OOC Guidelines and the judicial entity must certify that it will fund the increase from current appropriations, and that there will be no request for additional or emergency funding. (Ref: Supreme Court Order #05-8500; effective August 15, 2005.)

<i>Out-of-Cycle Adjustments</i>							
	FY06	FY07	FY08	FY09	FY10	FY11	Fy12
Approved	233	173	151	58	1 (Metro)	0	22
Disap- proved	5	2	0	5	2 (Metro)	6	0

Ref: Appendix Page 44.



Job Classification & Evaluation

Judicial Branch job descriptions clearly identify employee responsibilities and job expectations, and provide the key to appropriate job measurement, good employee performance plans and increased employee job performance. Job descriptions also provide the groundwork to address performance problems and comply with both the Fair Labor Standards Act and the Americans with Disabilities Act.

Job Measurement establishes the relative importance of jobs to the organization, is a process which involves the exercise of judgment in identifying and assessing differences between jobs, and is based upon predetermined factors of knowledge, problem solving and accountability. The NM Judicial Branch utilizes the Hay Guide Chart-Profile Method of Job Measurement.

Classification Studies—Between 2003 and 2009, all Judicial Branch job classifications were fully studied following the Classification Policy, and all job descriptions were revised and measured. As recommended by the HayGroup in its 2008 review, the Judicial Branch will continue to audit its job evaluations every five to seven years. A new cycle of job classification audit and evaluation began FY2010.

5 Year Classification Audit Process (Began 2010)—The job audit process is not a full classification study process. AOC HR works with assigned subject matter experts, job classification series managers and Court Executive Officers to audit the job description components. Adjustments to the current job descriptions are made, as appropriate, based on comments received from those involved in the audit. The revised job descriptions are then audited by the Classification Committee for accuracy of the job measurements. If necessary, a full job classification study will be utilized.

Position Reclassification—Individual position reclassification requests may be approved when the job content assigned to a position has substantially changed and when funds are available.

<i>Position Reclassification History</i>							
	FY06	FY07	FY08	FY09	FY10	FY11	Fy12
*Approved	38	51	30	36	4	11	76
Disapproved	3	2	0	6	0	1	2

*Of the 76, 52 were vacant positions that resulted in no fiscal impact (the vast majority were equal or down grades). Please see appendix Page 45.



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Classification & Compensation Plan Fiscal Year 2013
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Judges Job Classification Schedule & Pay Schedule

Spec #	Job Title	Hourly Rate	Biweekly Rate	Annual Rate
9846	Chief Justice	\$60.428	\$4,834.27	\$125,691
9844	Associate Justices	\$59.467	\$4,757.35	\$123,691
9845	Chief Court of Appeals	\$57.407	\$4,592.56	\$119,406
9843	Court of Appeals Judges	\$56.493	\$4,519.48	\$117,506
9839	Chief District Judge	\$54.537	\$4,362.93	\$113,436
9842	District Judges	\$53.669	\$4,293.50	\$111,631
9565	Chief Metro Judge	\$51.810	\$4,144.78	\$107,764
9566	Metropolitan Judges	\$50.985	\$4,078.83	\$106,050
9840	Presiding Magistrate Judges	\$38.857	\$3,108.59	\$80,823
9841	Magistrate Judges	\$38.239	\$3,059.12	\$79,537
9847	Special Commissioners	\$42.935	\$3,434.80	\$89,305
9179	Child Support Hearing Officers	\$42.935	\$3,434.80	\$89,305
1100JB	Domestic Relations Hearing Officers	\$42.935	\$3,434.80	\$89,305

Based on 2080 hours.

Calculation

Chief Justice	+ \$2,000
Associate Justices	Target Base
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
Presiding Magistrate Judges	75% of Chief Metro Judge
Magistrate Judges	75% of Metropolitan Judge
Special Commissioners	80% of District Court Judge
Child Support Hearing Officers	80% of District Court Judge
Domestic Relations Hearing Officers	80% of District Court Judge



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Pay Ranges & Pay Rates
Effective July 1, 2009—June 30, 2013

PAY RANGE	HOURLY RATE			BIWEEKLY RATE			ANNUAL SALARY RANGE		
	Min	Compa Ratio of	Max	Min	Compa Ratio of	Max	Min	Compa Ratio of	Max
	80%	100%	125%	80%	100%	125%	80%	100%	125%
QQ	\$40.591	\$50.790	\$63.424	\$3,247.30	\$4,059.12	\$5,073.90	\$84,430	\$105,537	\$131,921
PP	\$36.981	\$46.226	\$57.783	\$2,958.46	\$3,698.08	\$4,622.60	\$76,920	\$96,150	\$120,188
OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
GG	\$14.277	\$17.846	\$22.308	\$1,142.14	\$1,427.68	\$1,784.60	\$29,696	\$37,120	\$46,400
FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
DD	\$10.450	\$13.063	\$16.329	\$836.03	\$1,045.04	\$1,306.30	\$21,737	\$27,171	\$33,964
CC	\$9.274	\$11.592	\$14.490	\$741.89	\$927.36	\$1,159.20	\$19,886	\$24,858	\$31,073
BB	\$8.818	\$11.022	\$13.778	\$705.41	\$881.76	\$1,102.20	\$18,341	\$22,926	\$28,658
AA	\$8.165	\$10.206	\$12.758	\$653.18	\$816.48	\$1,020.60	\$16,982	\$21,228	\$26,535

Based on 2080 hours.

JUDICIAL BRANCH FISCAL YEAR 2013,

Based on 2080 Hours ; Effective August 11, 2012-June 30, 2013

Revised 10/25/2012. This schedule will be updated based on classification studies, audits or salary surveys.

				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
9010JB	Administrative Assistant 1	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
9015JB	Administrative Assistant 2	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9019JB	Administrative Assistant Supervisor	E	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
2510JB	AOC Asset Manager	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2520JB	AOC Budget Analyst	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
2500JB	AOC Chief Financial Officer (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
9601JB	AOC Chief Information Officer (U)	NC	OO/QQ	\$40.591	\$50.739	\$63.424	\$3,247.30	\$4,059.12	\$5,073.90	\$84,430	\$105,537	\$131,921
8040JB	AOC Court Services Division Director (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
2505JB	AOC Deputy Chief Financial Officer	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9605JB	AOC Deputy Chief Information Officer (U)	NC	NN/PP	\$36.981	\$46.226	\$57.783	\$2,958.46	\$3,698.08	\$4,622.60	\$76,920	\$96,150	\$120,188
8030JB	AOC Deputy Director (U)	NC	PP	\$36.981	\$46.226	\$57.783	\$2,958.46	\$3,698.08	\$4,622.60	\$76,920	\$96,150	\$120,188
8000JB	AOC Director (U)	NC	QQ	\$40.591	\$50.739	\$63.424	\$3,247.30	\$4,059.12	\$5,073.90	\$84,430	\$105,537	\$131,921
9022JB	AOC Executive Assistant to the Director (U)	NC	II/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2515JB	AOC Grants Administrator	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2015JB	AOC Human Resources Administrator	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2000JB	AOC Human Resources Director (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
2010JB	AOC Human Resources Project Manager	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9620JB	AOC Information Tech Support Manager	E	MM/OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
8035JB	AOC Public Information Officer	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9671JB	AOC Software Development Manager	E	MM/OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
9615JB	AOC Systems Manager	E	MM/OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
9450JB	Appellate Paralegal (U)	NC	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029



Revised 10/25/2012. This schedule will be updated based on classification studies, audits or salary surveys.

				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
1005JB	Attorney - AOC General Counsel	E	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
1010JB	Attorney - AOC General Counsel (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
1050JB	Attorney - AOC Magistrate Court Division Director (U)	NC	PP	\$36.981	\$46.226	\$57.783	\$2,958.46	\$3,698.08	\$4,622.60	\$76,920	\$96,150	\$120,188
1015JB	Attorney - Assistant	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
1020JB	Attorney - Assistant (U)	NC	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
1025JB	Attorney - Associate	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
1030JB	Attorney - Associate (U)	NC	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
1035JB	Attorney - Chief Appellate (U)	NC	OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
1040JB	Attorney - General Counsel	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1045JB	Attorney - General Counsel (U)	NC	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1055JB	Attorney - Senior	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1060JB	Attorney - Senior (U)	NC	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1065JB	Attorney - Supervisor	E	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
1070JB	Attorney - Supervisor (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
1000JB	Attorney- Administrative Assistant to Chief Justice (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
8775JB	Background Intake Officer	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
8770JB	Background Investigator	C	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
9115JB	Bailiff (At-Will, U)	NC	BB	\$8.818	\$11.022	\$13.778	\$705.41	\$881.76	\$1,102.20	\$18,341	\$22,926	\$28,658
9120JB	Bailiff (Classified)	C	BB	\$8.818	\$11.022	\$13.778	\$705.41	\$881.76	\$1,102.20	\$18,341	\$22,926	\$28,658
9108JB	Bailiff, Security (U)	NC	CC	\$9.274	\$11.592	\$14.490	\$741.89	\$927.36	\$1,159.20	\$19,886	\$24,858	\$31,073
9107JB	Bailiff, Security (Classified)	C	CC	\$9.274	\$11.592	\$14.490	\$741.89	\$927.36	\$1,159.20	\$19,886	\$24,858	\$31,073
9110JB	Bailiff Supervisor	E	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
2525JB	Budget Analyst	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
1210JB	Building & Grounds Asst. Superintendent	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
1200JB	Building & Grounds Superintendent (U)	NC	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630



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				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
9080JB	Certified Court Monitor	C	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
9085JB	Certified Court Monitor (U)	NC	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
9090JB	Certified Court Reporter	C	HH/II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
9098JB	Certified Court Reporter Supervisor	E	II/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9097JB	Certified Real Time Court Reporter	C	II/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9096JB	Certified Real Time Court Reporter (U)	C	II/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
8025JB	Chief Appellate Court Clerk (U)	NC	OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
8700JB	Chief Court Probation Officer	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9179	Child Support Hearing Officer (U) - 80% of A District Court Judge. Yearly Salary \$89,305.	NC										
1115JB	Clinical Director 1	E	LL/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1110JB	Clinical Director 2	E	NN/OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
9035JB	Compilation Commission Director (U)	NC	ZZ									
1150JB	Counseling Director	E	LL/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9001JB	Court Clerk 1	C	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
9002JB	Court Clerk 2	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
9003JB	Court Clerk 3	C	GG	\$14.277	\$17.846	\$22.308	\$1,142.14	\$1,427.68	\$1,784.60	\$29,696	\$37,120	\$46,400
9004JB	Court Clerk Leadwork-	C	GG	\$14.277	\$17.846	\$22.308	\$1,142.14	\$1,427.68	\$1,784.60	\$29,696	\$37,120	\$46,400
9005JB	Court Clerk Supervisor	E	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
1170JB	Court Clinical Services Coordinator	E	KK/LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
1140JB	Court Clinician 1	E	JJ/KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
1130JB	Court Clinician 2	E	KK/LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
1160JB	Court Counselor	E	II/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
8010JB	Court Executive Officer 1 (U)	NC	NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
8015JB	Court Executive Officer 2 (U)	NC	OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
8020JB	Court Executive Officer 3 (U)	NC	PP	\$36.981	\$46.226	\$57.783	\$2,958.46	\$3,698.08	\$4,622.60	\$76,920	\$96,150	\$120,188

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				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
2535JB	Court Financial Administrator	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2530JB	Court Financial Manager	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9075JB	Court Interpreter	C	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
9079JB	Court Interpreter Supervisor	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9009JB	Court Manager 1	E	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9006JB	Court Manager 2	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9007JB	Court Manager 3	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
8725JB	Court Probation Officer 1	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
8720JB	Court Probation Officer 2	C	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
8715JB	Court Probation Officer Leadworker	C	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
8710JB	Court Probation Officer Supervisor	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
1120JB	Court Psychologist	E	LL/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9086	Court Reporter (U)	NC	HH/II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
9105JB	Court Security Officer	C	DD	\$10.450	\$13.063	\$16.329	\$836.03	\$1,045.04	\$1,306.30	\$21,738	\$27,172	\$33,965
9106JB	Court Security Officer Supervisor	E	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
9625JB	Database Administrator	E	JJ/LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9630JB	Database Administrator Senior	E	KK/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
8001JB	Deputy Court Executive Officer 1	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
8005JB	Deputy Court Executive Officer 2	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
8500JB	Deputy Director NM Compilation Commission	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
1100JB	Domestic Relations Hearing Officer (U)	NC	80% of A District Court Judge. Yearly Salary \$89,305.									
1230JB	Evening Custodian	C	AA	\$8.165	\$10.206	\$12.758	\$653.18	\$816.48	\$1,020.60	\$16,982	\$21,228	\$26,535
9027	Executive Assistant to Chief Judge (U)	NC	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640



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				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
1240JB	Facilities Director	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
2540JB	Financial Specialist	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
2545JB	Financial Specialist Senior	C	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
2550JB	Financial Specialist Technician	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
2555JB	Financial Supervisor	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2560JB	Fiscal Services Division Director	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
2035JB	Human Resources Administrator	E	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
2030JB	Human Resources Administrator Senior	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
2020JB	Human Resources Director	E	MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
2040JB	Human Resources Generalist	C	GG	\$14.277	\$17.846	\$22.308	\$1,142.14	\$1,427.68	\$1,784.60	\$29,696	\$37,120	\$46,400
2025JB	Human Resources Manager	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9238JB	HVAC Maintenance Worker	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
9260JB	Internal Auditor	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9265JB	Internal Auditor Supervisor	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9635JB	IT Division Director	E	MM/OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
9640JB	IT Security Specialist	E	LL/NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
9645JB	IT Specialist	C	II/KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9655JB	IT Specialist Manager	E	LL/NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
9650JB	IT Specialist Senior	E	KK/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9191JB	Judicial Standards Commission Director (U)	NC	ZZ									
9190JB	Judicial Standards Financial Specialist (U)	NC	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9195JB	Judicial Standards Commission Investigator (U)	NC	ZZ									
9470JB	Judicial Standards Legal Office Specialist (U)	NC	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029



Revised 10/25/2012. This schedule will be updated based on classification studies, audits or salary surveys.

				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
1075JB	Law Clerk (U)	NC	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9301JB	Law Librarian 1	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9302JB	Law Librarian 2	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9305JB	Law Librarian Senior	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9460JB	Legal Office Specialist	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9300JB	Library Technician	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
1250JB	Maintenance Worker	C	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
8610JB	Magistrate Court DWI Drug Court Coordinator	E	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
8600JB	Magistrate Court DWI Drug Court Supervisor	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9294	Management Analyst	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9099JB	Managing Court Reporter	E	JJ/KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9660JB	Network Systems Administrator	C	II/KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9665JB	Network Systems Administrator Senior	E	KK/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
1205JB	Pamela B. Minzner Law Center Building Oversight & Maintenance Provider	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9447JB	Paralegal (Classified)	E	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
8765JB	Pretrial Services Officer 1	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
8760JB	Pretrial Services Officer 2	C	II	\$18.040	\$22.550	\$28.188	\$1,443.20	\$1,804.00	\$2,255.00	\$37,523	\$46,904	\$58,630
8755JB	Pretrial Services Officer Leadworker	C	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
8750JB	Pretrial Services Supervisor	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
2565JB	Procurement Specialist	C	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029
9410JB	Program Manager	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9420JB	Programs Division Director	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
9400JB	Project Manager	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044



Revised 10/25/2012. This schedule will be updated based on classification studies, audits or salary surveys.

				HOURLY RATE			BI-WEEKLY RATE			ANNUAL SALARY RANGE		
SPEC	JOB TITLE	FLSA	Range	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max	Min	Compa Ratio of 100%	Max
9847	Special Commissioner (U)	NC	80% of A District Court Judge. Yearly Salary \$89,305.									
9670JB	Software Applications Developer	C	II/KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9675JB	Software Applications Developer Senior	E	KK/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9680JB	Software Development Manager	E	LL/NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
9309JB	State Law Librarian (U)	NC	OO	\$33.374	\$41.717	\$52.146	\$2,669.89	\$3,337.36	\$4,171.70	\$69,417	\$86,771	\$108,464
9430JB	Statewide Program Manager	E	LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
2570JB	Storekeeper	C	EE	\$11.907	\$14.884	\$18.605	\$952.58	\$1,190.72	\$1,488.40	\$24,767	\$30,959	\$38,699
2580JB	Support Services Manager	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9060JB	Surveillance Officer	C	FF	\$12.898	\$16.123	\$20.154	\$1,031.87	\$1,289.84	\$1,612.30	\$26,829	\$33,536	\$41,920
9065JB	Surveillance Officer Leadworker	C	GG	\$14.277	\$17.846	\$22.308	\$1,142.14	\$1,427.68	\$1,784.60	\$29,696	\$37,120	\$46,400
9685JB	Technology Project Manager	E	KK/MM	\$28.505	\$35.631	\$44.539	\$2,280.38	\$2,850.48	\$3,563.10	\$59,290	\$74,112	\$92,640
9690JB	Technology Project Manager Senior	E	LL/NN	\$30.488	\$38.110	\$47.638	\$2,439.04	\$3,048.80	\$3,811.00	\$63,415	\$79,269	\$99,086
9695JB	Telecommunications Specialist	C	HH/JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
9699JB	Telecommunications Specialist Senior	E	JJ/LL	\$26.386	\$32.982	\$41.228	\$2,110.85	\$2,638.56	\$3,298.20	\$54,882	\$68,603	\$85,754
1310JB	Training Coordinator	E	JJ	\$20.520	\$25.650	\$32.063	\$1,641.60	\$2,052.00	\$2,565.00	\$42,682	\$53,352	\$66,690
1300JB	Training Director	E	KK	\$23.090	\$28.863	\$36.079	\$1,847.23	\$2,309.04	\$2,886.30	\$48,028	\$60,035	\$75,044
9020JB	Trial Court Administrative Assistant (U)	NC	HH	\$16.009	\$20.011	\$25.014	\$1,280.70	\$1,600.88	\$2,001.10	\$33,298	\$41,623	\$52,029

Legend

C	FLSA nonexempt (Covered)	NC	FLSA not covered - elected official or personal staff to an elected official; also at-will employees.
E	FLSA exempt	U	Unclassified - At-Will Employees





Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Alternative Pay Ranges and End Dates

CLASSIFICATION		JOB CONTENT PAY RANGE	ALTERNATIVE PAY RANGE	DATE LAST SURVEYED	ALT PAY RANGE END DATE
1	AOC Executive Assistant to the Director	II	JJ		June 30, 2014
INFORMATION SYSTEMS					
1	AOC Chief Information Officer	OO	QQ	Surveyed April 2006; Job Audit April 2011; Fall 2009, 2011	Extended to 6/30/2014
2	AOC Deputy Chief Information Officer	NN	PP		
3	AOC Information Technology Support Manager	MM	OO		
4	AOC Software Development Manager	MM	OO		
5	AOC Systems Manager	MM	OO		
6	Database Administrator Senior	KK	MM		
7	Database Administrator	JJ	LL		
8	IT Division Director	MM	OO		
9	IT Security Specialist	LL	NN		
10	IT Specialist	II	KK		
11	IT Specialist Manager	LL	NN		
12	IT Specialist Senior	KK	MM		
13	Network Systems Administrator	II	KK		
14	Network Systems Administrator Senior	KK	MM		
15	Software Applications Developer	II	KK		
16	Software Applications Developer Senior	KK	MM		
17	Software Development Manager	LL	NN		
18	Technology Project Manager	KK	MM		
19	Technology Project Manager Senior	LL	NN		
20	Telecommunications Specialist	HH	JJ		
21	Telecommunications Specialist Senior	JJ	LL		
COURT CLINICIAN SERIES					
1	Clinical Director 1	LL	MM	Surveyed Fall 2009, 2011	Extended to 6/30/2014
2	Clinical Director 2	NN	OO		
3	Court Clinician 1	JJ	KK		
4	Court Clinician 2	KK	LL		
5	Court Clinical Services Coordinator	KK	LL		
6	Court Counselor	II	JJ		
7	Court Psychologist	LL	MM		
8	Counseling Director	LL	MM		
COURT REPORTER SERIES					
1	Court Reporter (At-Will)	HH	II	Surveyed Fall 10/2005, 1/2008, 10/2009, 10/2011	Extended to 6/30/2014
2	Certified Court Reporter	HH	II		
3	Certified Court Reporter Supervisor	II	JJ		
4	Certified Real-Time Court Reporter	II	JJ		
5	Managing Court Reporter	JJ	KK		
<i>Pursuant to NMJBPR 3.08 D. and NMJBPR 17.09 D. an alternative pay range assignment shall be for no more than a two (2) year duration. The adjustment may be extended thereafter in two (2) year increments with updated and supporting market review data.</i>					



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

FY 2012 Vacancy Report

JUDICIAL BRANCH AVERAGE VACANCY RATE		FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012
205	Law Library	9.99%	14.44%	6.36%	12.00%	33.33%	12.50%	12.5%
208	Compilation Commission	11.50%	49.00%	42.42%	18.00%	0.00%	16.67%	0%
210	Judicial Standards	3.34%	15.38%	15.38%	4.40%	28.57%	0%	0%
215	Court of Appeals	3.08%	2.56%	1.38%	5.00%	7.62%	13.33%	10.68%
216	Supreme Court	2.33%	0.31%	5.23%	4.80%	3.45%	10.34%	10.34%
218	Administrative Office of the Courts (Admin.)	3.24%	5.50%	5.05%	3.40%	2.47%	4.94%	9.8%
	Judicial Information Division (IS, SCAF, & Muni Auto)	6.34%	8.70%	5.57%	7.90%	7.92%	9.90%	13.59%
	Magistrate (ALL Courts)	4.23%	4.82%	3.96%	5.40%	5.86%	11.61%	11.05%
	Warrant Enforcement	6.88%	10.46%	10.61%	9.70%	23.01%	17.70%	17.70%
219	Building Commission	0.00%	1.27%	58.00%	0.00%	12.70%	12.70%	0%
244	Metro Court	7.15%	8.11%	5.96%	5.70%	8.90%	11.35%	11.11%
231	1st Judicial District	0.31%	7.44%	9.19%	5.90%	3.46%	6.92%	8.64%
232	2nd Judicial District	4.14%	8.06%	8.83%	8.60%	10.64%	10.20%	9.42%
233	3rd Judicial District	5.85%	8.29%	4.97%	7.20%	10.53%	14.04%	5.97%
234	4th Judicial District	7.03%	8.53%	7.45%	11.00%	7.55%	7.55%	3.77%
235	5th Judicial District	1.33%	7.77%	3.02%	3.50%	5.48%	8.22%	9.59%
236	6th Judicial District	5.90%	7.84%	10.37%	14.40%	8.96%	9.09%	15.63%
237	7th Judicial District	4.44%	13.52%	20.00%	15.60%	18.18%	21.21%	27.27%
238	8th Judicial District	0.00%	10.87%	6.16%	6.00%	7.69%	7.69%	7.14%
239	9th Judicial District	6.31%	10.44%	7.77%	5.00%	4.52%	13.56%	9.03%
240	10th Judicial District	4.04%	3.94%	16.36%	15.00%	22.22%	22.22%	22.22%
241	11th Judicial District	2.13%	3.35%	2.44%	5.70%	12.05%	19.28%	15.38%
242	12th Judicial District	1.96%	3.56%	12.88%	10.50%	12.05%	14.46%	14.46%
243	13th Judicial District	2.41%	3.79%	5.73%	3.20%	7.95%	7.95%	6.62%
JUDICIAL BRANCH AVERAGE VACANCY RATE		4.33%	9.08%	11.47%	6.60%	11.05%	11.35%	10.68%



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Pay Ranges and Associated HAY Points FISCAL YEAR 2013

PAY RANGE	HAY POINTS		
	Minimum	Mid Point	Maximum
QQ	1279	1390	1523
PP	1071	1166	1278
OO	906	978	1072
NN	756	821	905
MM	634	688	755
LL	532	578	633
KK	447	485	531
JJ	375	406	446
II	315	341	374
HH	264	286	314
GG	222	240	263
FF	186	201	221
EE	156	169	185
DD	131	142	155
CC	110	119	130
BB	93	100	109
AA	<92 Points		



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Job Classification & Evaluation

Job Evaluations Report, September 2012

* Indicates both At-Will and Classified job descriptions. All audits will be completed in 2015.

The year 2016 begins the cycle of full Classification studies.

Classification (revised 4/2011)	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
AOC Director (At-Will)	FIV3	608	F4 (57%)	350	F4P	528	41-23-36+3	1486	QQ	Jan-08	July-13
Attorney - Magistrate Division Dir. (At-Will)	FIII3	608	F4 (50%)	304	F3P	350	48-24-28+1	1262	PP	May-08	Oct-13
Court Executive Officer 3 (At-Will)	FIII3	528	F4 (50%)	264	F3P	400	44-22-34+3	1192	PP	Jan-08	July-13
AOC Deputy Director (At-Will)	FIII3	528	F4 (50%)	264	F4S	350	46-23-31+2	1142	PP	Dec-08	July-13
Chief Appellate Court Clerk (At-Will)	GII3	460	F4 (50%)	230	F3P	350	44-22-34+3	1040	OO	Nov-07	July-13
Court Executive Officer 2 (At-Will)	FII3	460	F4 (50%)	230	F3P	350	44-22-34+3	1040	OO	Jan-08	July-13
State Law Librarian (At-Will)	FII3	460	F4 (50%)	230	F3P	350	46-23-31+2	1040	OO	Aug-12	2018
AOC Chief Information Officer (At-Will)	FII3	460	F4 (50%)	230	F4C	304	46-23-31+2	994	OO	Apr-11	2017
Attorney - Chief Appellate (At-Will)	FII3	460	F4 (50%)	230	F2P	304	46-23-31+2	994	OO	May-08	Oct-13
Court Executive Officer 1 (At-Will)	FII3	400	F4 (50%)	200	E3P	304	44-22-34+3	904	NN	Dec-07	July-13
*Attorney - AOC General Counsel	FII3	400	F4 (57%)	230	F4C	264	45-26-29+1	894	NN	Dec-07	Oct-13
AOC Chief Financial Officer (At-Will)	FII3	400	E4 (43%)	175	E4C	200	48-24-28+1	839	NN	Aug-10	2016
AOC Deputy Chief Information Officer (At-Will)	FII3	400	F4 (50%)	200	E4C	230	48-24-28+1	830	NN	Jun-05	2016
*Attorney - Supervisor	FII3	400	F4 (50%)	200	E3S	230	48-24-28+1	830	NN	Dec-07	Oct-13
Clinical Director 2	FII3	400	E4 (50%)	200	E3S	200	52-25-25=	800	NN	May-10	2016
Atty - Admin Asst. to the Chief Justice (At-Will)	FII3	400	F4 (50%)	200	F2C	200	50-25-25=	800	NN	May-08	Oct-13
AOC Human Resources Director (At-Will)	FII3	400	E4 (43%)	175	E4C	200	52-22-26+1	775	NN	Dec-08	April-13
AOC Court Services Division Director (At-Will)	FII3	400	E4 (43%)	175	E4C	200	52-22-26+1	775	NN	May-10	2015
Executive Assistant to Chief Judge (At-Will)	FII3	350	E4 (50%)	175	E4C	230	46-23-31+2	755	MM	Jun-08	July-2013



Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

Job Classification & Evaluation

Job Evaluations Report, September 2012

Classification (revised 6/2010)	Know-How		Problem Solving		Account-ability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
*Attorney - General Counsel	FII3	350	E4 (50%)	200	F3C	200	50-25-25+1	750	MM	Jun -08	Oct-13
AOC Information Technology Support Mgr.	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
AOC Public Information Officer (At-Will)	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	May-08	April-13
AOC Software Development Manager	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
AOC Systems Manager	FII3	350	E4 (50%)	175	E4C	200	48-24-28+1	725	MM	Apr-11	2017
Information Technology Division Director	FII3	350	E4 (50%)	175	E2P	200	48-24-28+1	725	MM	Apr-11	2017
Deputy Court Executive Officer 2	FII3	350	E4 (43%)	152	E3S	200	49-22-29+2	702	MM	Dec-07	July-13
*Attorney - Senior	FII3	350	E4 (50%)	175	E3C	175	48-24-28+1	700	MM	May -08	Oct-13
Human Resources Director	FII3	350	E4 (43%)	152	E3C	175	52-22-26+1	677	MM	Dec-08	April-13
Fiscal Services Division Director	FII3	350	E3 (38%)	132	E3C	152	55-21-24+1	634	MM	Aug-10	2016
Deputy Court Executive Officer 1	EII3	350	E3 (33%)	115	E3S	152	56-19-25+2	617	LL	May-08	July-13
AOC Deputy Chief Financial Officer	FII3	350	E3 (38%)	132	E3C	132	56-22-22 =	614	LL	Aug-10	2016
Chief Court Probation Officer	FI3	304	E4 (43%)	132	E2P	175	49-22-29+2	611	LL	Aug-09	2014
Counseling Director	FI3	304	E4 (43%)	132	E3C	175	49-22-29+2	611	LL	Nov-10	2016
Law Librarian Senior	FI2	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Aug-12	2018
AOC Human Resources Project Manager	FI2	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Dec-08	April-13
*Attorney - Associate	FI3	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	May-08	Oct-13
Information Technology Security Specialist	FI2	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Information Technology Specialist Manager	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017

* Indicates both At-Will and Classified job descriptions. Highlight indicates a completed Job Classification Audit.
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Classification & Compensation Plan Fiscal Year 2013
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Job Classification & Evaluation

Job Evaluations Report, September 2012

Classification (revised 6/2010)	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Programs Division Director	F13	304	E4 (43%)	132	E3C	152	52-22-26+1	588	LL	Oct-10	2016
Software Development Manager	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Statewide Program Director	FI3	304	E4 (43%)	132	E3C	152	52-22-24+1	588	LL	Oct-10	2016
Technology Project Manager Senior	FI3	304	E4 (43%)	132	E3C	152	52-22-26 +1	588	LL	Apr-11	2017
Clinical Director (1)	FI3	264	E4 (50%)	132	E3S	175	46-26-31+2	571	LL	May-10	2015
Court Psychologist	FI3	304	E4 (43%)	132	E3C	132	54-23-23 =	568	LL	May-10	2016
Court Financial Manager	EII3	304	E3 (38%)	115	E3C	132	55-21-24 +1	551	LL	Aug-10	2016
Program Manager	FI2	264	E4 (43%)	115	E3C	152	49-22-29 +2	531	KK	Oct-10	2016
AOC Budget Analyst	EII2	304	E3 (38%)	115	D3C	100	55-21-24-1	519	KK	Aug-10	2015
Magistrate Court DWI Drug Court Supervisor	FI2	264	E3 (38%)	100	E3C	152	56-19-25+2	516	KK	May-09	2014
Database Administrator Senior	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Apr-11	2017
Internal Auditor Supervisor	FI2	264	E4 (38%)	100	E3C	132	53-20-27 + 2	469	KK	Apr-12	2017
Project Manager	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Oct-10	2016
Technology Project Manager	FI2	264	E4 (43%)	115	E3C	132	52-22-26 +1	511	KK	Apr-11	2017
*Attorney - Assistant	FI2	264	E4 (43%)	115	E2C	115	54-23-23 =	494	KK	May-08	Oct-13
Court Clinician 2	FI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2015
Court Probation Officer Supervisor	EII2	264	E3 (38%)	100	E2C	115	55-21-24+1	479	KK	Aug-09	2014
Facilities Director	FI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2016
Human Resources Manager	EI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Dec-08	April-13
Information Technology Specialist Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017

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Job Classification & Evaluation

Job Evaluations Report, September 2012

Classification (revised 6/2010)	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Law Librarian 2	FI2	264	E3 (38%)	100	ENS	100	56-22-22 +1	464	KK	Aug-12	2018
Network Systems Administrator Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017
Pretrial Service Supervisor	EII2	264	E3 (38%)	100	E2C	115	55-21-24+1	479	KK	Aug-09	2014
Software Applications Developer Senior	FI2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	Apr-11	2017
Deputy Dir. Compilation Commission	EII2	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-09	2014
Training Director	EI3	264	E3 (38%)	100	D3C	115	55-21-24 +1	479	KK	May-10	2015
Court Clinical Services Coordinator	FI3	264	E3 (33%)	87	D3C	115	56-19-25+2	466	KK	May-10	2015
Court Manager 3	EI3	264	E3 (38%)	87	D1P	115	56-19-25+2	466	KK	Apr-07	Hold—2014
AOC Grants Administrator	EII2	264	E3 (33%)	87	D3C	87	60-20-20=	438	JJ	Aug-10	2015
Managing Court Reporter	EI3	230	D3 (38%)	87	D1P	115	53-20-27 +2	432	JJ	Aug-12	2018
AOC Asset Manager	EI3	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	May-10	2016
AOC Human Resources Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24+1	417	JJ	May-08	April-13
Budget Analyst	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Aug-10	2016
Court Clinician 1	EI3	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	May-10	2016
Court Financial Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Aug-10	2015
Database Administrator	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Apr-11	2017
Telecommunications Specialist Senior	EI2	230	E3 (38%)	87	D3C	100	55-21-24 +1	417	JJ	Apr-11	2017
Court Manager 2	EI3	230	E3 (33%)	76	D1P	100	56-19-25 +2	406	JJ	Apr-07	Hold—2014
Internal Auditor	EI3	230	E3 (38%)	87	D3C	87	54-22-22 =	404	JJ	Apr-12	2017
Law Clerk (At-Will)	FI2	230	E3 (38%)	87	D2C	87	56-22-22 =	404	JJ	Jun-08	Oct-13

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Job Classification & Evaluation

Job Evaluations Report, September 2012

Classification (revised 6/2010)	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Management Analyst	EI3	230	E3 (38%)	87	D3C	87	56-22-22 =	404	JJ	Nov-07	Hold—2014
Court Probation Officer Leadworker	EI2	230	E3 (33%)	76	E1C	87	59-19-22 +1	393	JJ	Aug-09	2014
Pretrial Services Leadworker	EI2	230	E3 (33%)	76	E1C	87	59-19-22+1	393	JJ	May-09	2014
Financial Supervisor	EI3	230	D3 (33%)	76	D3C	87	59-19-22 +1	393	JJ	Aug-10	2016
Human Resources Admin Sr.	EI3	230	E3 (33%)	76	D2C	87	59-19-22 +1	393	JJ	Dec-09	April-13
Law Librarian 1	EI2	230	E3 (33%)	76	ENS	76	60-20-20 +1	382	JJ	Aug-12	2018
Support Services Manager	EI3	230	D3 (33%)	76	D3C	87	59-19-22 +1	393	JJ	Apr-11	2017
Training Coordinator	EI3	230	E3 (33%)	76	D2C	87	59-19-22 +1	393	JJ	May-10	2015
Court Interpreter Supervisor	EII2	230	D3 (29%)	66	DIS	87	62-18-20+2	383	JJ	Aug-12	2018
Background Investigator	EI3	200	D3 (33%)	66	D3C	87	59-19-22 +1	353	II	Aug-09	2014
Certified Court Reporter Supervisor	EI3	200	D3 (33%)	66	D1S	87	56-19-25 +2	353	II	Nov-07	Oct-12
Court Counselor	EI3	200	E3 (33%)	66	D2C	87	56-19-25 +2	353	II	May-10	2016
Court Probation Officer 2	EI3	200	D3 (33%)	66	D3C	87	56-19-25 +2	353	II	Aug-09	2014
Pretrial Services Officer 2	EI3	200	D3 (33%)	66	D3C	87	56-19-25 +2	353	II	Aug-09	2014
Magistrate Court DWI Drug Court Coordinator	EI2	200	D3 (33%)	66	D2C	76	59-19-22+1	342	II	May-09	2014
Information Technology Specialist	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017
Network Systems Administrator	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017
*Certified Real-Time Court Reporter	EI2	200	D3 (33%)	66	D1S	76	59-19-22+1	342	II	Aug-12	2018
Software Applications Developer	EI2	200	E3 (33%)	66	D3A	76	59-19-22 +1	342	II	Apr-11	2017

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Classification & Compensation Plan Fiscal Year 2013
Judicial Branch, State of New Mexico

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Classification (revised 6/2010)	Know-How		Problem Solving		Accountability		Profile	Total Score	Content Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
AOC Executive Assistant to the Director (At-Will)	EI2	200	D3 (29%)	57	D2C	76	60-17-23 +2	333	II	Sept-12	2018
Building & Grounds Superintendent (At-Will)	DI3	200	D3 (29%)	57	D2C	76	60-17-23 +2	333	II	May-10	2015
Court Clerk Supervisor	DI3	200	D3 (29%)	57	DNP	76	60-17-23 +2	333	II	Apr-07	Hold-2014
Financial Specialist Sr.	EI2	200	D3 (38%)	66	D1C	57	52-21-24 +1	323	II	Aug-10	2016
Paralegal (Classified)	EI2	200	D3 (29%)	50	D2C	66	62-18-20+1	316	II	Oct-10	2016
Court Interpreter	EI2	200	D2 (25%)	50	DNS	66	65-16-19+2	316	II	Aug-12	2018
Administrative Assistant Supervisor	DI2	175	D3 (33%)	57	D1C	66	59-19-22+1	298	HH	Sept-12	2018
Certified Court Reporter	DI2	175	D2 (25%)	43	DNS	50	65-16-19 +1	268	HH	Aug-12	2018
Court Reporter (U)	EI2	175	D3 (29%)	55	D1S	66	62-18-20 +1	291	HH	Aug-12	2018
Court Probation Officer 1	EI2	175	D3 (29%)	50	D1C	66	60-17-23 +2	291	HH	Aug-09	2014
Pretrial Services Officer 1	EI2	175	D3 (29%)	50	D1C	66	60-17-23+2	291	HH	May-09	2014
Administrative Assistant 2	DI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Sept-12	2018
Appellate Paralegal (At-Will)	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	Oct-10	2016
Background Intake Officer	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Aug-09	2014
Building & Grounds Assistant Superintendent	DI2	175	D3 (29%)	50	CNP	57	62-18-20 +1	282	HH	May-10	2015
Court Manager 1	DI3	175	D3 (29%)	50	CIP	57	62-18-20 +1	282	HH	Jun-08	Hold—2014
Financial Specialist	DI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Aug-10	2016
Pamela Minzner Bld Oversight & Maintenance	D12	175	D3 (38%)	50	D1C	50	64-18-18+1	275	HH	June-12	2017
Human Resources Administrator	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Dec-08	April-13
Legal Office Specialist	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	Oct-10	2016
Procurement Specialist	DI2	175	D3 (29%)	50	C3C	57	62-18-20 +1	282	HH	Aug-10	2016
Telecommunications Specialist	EI2	175	D3 (29%)	50	D1C	57	62-18-20 +1	282	HH	Apr-11	2017



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Job Evaluations Report, September 2012

Classification (revised 6/2010)	Know-How		Problem Solving		Account-ability		Profile	Total Score	Con- tent Grade	Last Job Evaluation or Creation Date	Scheduled Audit or Study
	Slot	Pts.	Slot	Pts.	Slot	Pts.					
Trial Court Admin. Asst. (At-Will)	DI2	175	D3 (29%)	50	C2C	57	62-18-20 +1	282	HH	May-10	2015
Court Clerk Leadworker	DI2	152	C3 (29%)	43	CNP	57	60-17-23 +1	252	GG	Apr-07	Hold—2014
Court Clerk 3	DI2	152	c3 (29%)	43	CNP	50	62-18-20 +1	245	GG	Apr-07	Hold—2014
Human Resources Generalist	DI2	152	D2 (25%)	38	C1C	43	65-16-19 +1	233	GG	Dec-08	April-13
Surveillance Officer Leadworker	DI2	152	C3 (25%)	38	C1C	43	65-16-19 +1	233	GG	Sept-12	2018
Court Clerk 2	CI2	132	C3 (25%)	33	CNS	38	65-16-19 +1	203	FF	Apr-07	Hold—2014
Library Technician	CI2	132	C3 (25%)	33	CNS	38	65-16-19 +1	203	FF	Aug-12	2018
Court Security Officer Supervisor	CI2	132	C2 (22%)	29	DNC	38	66-15-19 +2	199	FF	Apr-12	2017
Administrative Assistant 1	CI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Sept-12	2018
Financial Specialist Technician	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Aug-10	2016
HVAC Maintenance Worker	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Jun-08	2015
Surveillance Officer	DI2	132	C2 (22%)	29	CNC	33	68-15-17 +1	194	FF	Sept-12	2018
Maintenance Worker	CI1	115	C2 (22%)	25	CNC	33	66-15-19 +2	173	EE	May-10	2015
Storekeeper	CI1	115	C2 (22%)	25	CNC	29	68-15-17 +1	169	EE	Aug—10	2016
Bailiff Supervisor	CI2	115	C2 (19%)	22	CNC	25	72-13-15 +1	162	EE	May-10	2015
*Certified Court Monitor	CI1	115	C2 (19%)	22	CNC	25	72-13-15 +1	162	EE	Aug-12	2018
Court Clerk 1	CI1	115	C2 (19%)	22	BNC	25	72-13-15 +1	162	EE	Apr-07	Hold—2014
Court Security Officer	CI1	100	C2 (19%)	19	CNC	22	72-13-15+1	141	DD	Apr-12	2017
*Bailiff—Security	BI1	87	B2 (19%)	16	BNC	22	70-13-17+2	125	CC	Apr-12	2017
*Bailiff	BI1	76	B2 (16%)	12	BNC	16	72-12-16+2	104	BB	Apr-12	2017
Evening Custodian	BT1	57	B1 (14%)	8	ANC	12	74-10-16+3	77	AA	May-10	2015

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Out of Cycle Pay Increases for FY12

Court	Job Classification	Current Hourly	New Hourly	% Increase
Supreme Court	Court Clerk 3	\$16.474	\$17.846	8.33%
COA	Maint Worker	\$12.860	\$13.395	4.16%
Metro	Attorney	\$42.304	\$42.938	1.50%
Metro	DCEO	\$38.207	\$38.780	1.50%
JID	IT Specialist	\$24.701	\$27.171	10.00%
JID	Network Spec Admin	\$31.011	\$33.429	7.80%
JID	Admin Asst 2	\$19.010	\$19.970	5.05%
JID	Software App Dev	\$34.956	\$38.452	10.00%
JID	Database Admin	\$35.000	\$38.500	10.00%
AOC Warrant	DWI DC Coord	\$19.230	\$21.150	9.98%
AOC	Internal Auditor	\$25.495	\$28.044	10.00%
9th	Court Monitor	\$16.075	\$17.215	7.09%
7th	Court Clerk 2	\$13.508	\$14.204	5.15%
7th	CC Supervisor	\$19.019	\$20.746	9.08%
7th	Financial Supervisor	\$23.441	\$24.613	5.00%
3rd	Legal Off Spec	\$16.123	\$16.929	5.00%
13th	Admin Asst 2	\$18.958	\$20.285	7.00%
13th	Cert Real Time Crt Rep	\$25.063	\$26.313	4.99%
12th	Court Clerk 2	\$12.898	\$13.500	4.67%
11th	Court Clerk Lead	\$15.578	\$17.136	10.00%
11th	Attorney Associate	\$30.921	\$34.013	10.00%
11th	Financial Administrator	\$24.170	\$26.587	10.00%



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Reclassifications Approved FY12

	Judicial Entity	Reclass from:	Range	Reclass to:	Range	Effective Date:	Vacant or Employee Name
1	AOC	Attorney - Assoc.	LL	Attorney Supervisor	NN	4/14/2012	Weinstein
2	10th	Court Clerk 2	FF	Cert Court Monitor	EE	4/2/2012	Chavarria
3	11th	Court Clerk 3	GG	Court Clerk Lead	GG	4/28/2012	Pitchford
4	11th	Court Clerk Supervisor	II	Court Manager 2	JJ	4/28/2012	Coulson
5	11th	Court Clerk Supervisor	II	Court Manager 2	JJ	4/28/2012	Hughbanks
6	12th	Admin Asst 2	HH	Legal Office Spec	HH	9/16/2011	Vacant
7	12th	Admin Asst 2	HH	Admin Asst 1	FF	1/11/2012	Vacant
8	12th	Admin Asst 2	HH	Admin Asst 1	FF	1/11/2012	Vacant
9	12th	Admin Asst 1	FF	Surveillance Officer Lead	GG	4/28/2012	Willard
10	12th	Court Counselor	II/JJ	Attorney - Assoc.	LL	4/28/2012	Vacant
11	12th	Cert Court Monitor (U)	EE	Admin Asst 2	HH	4/28/2012	Reynolds
12	12th	Surveillance Officer (PT)	FF	Court Clerk 1 (PT to FT)	EE	4/28/2012	Vacant
13	12th	Admin Asst 2	HH	PreTrial Serv Officer 2		5/12/2012	Kwasniewski
14	12th	Special Commissioner (U)	NC	Domestic Rel Hearing Off	NC	6/1/2012	Vacant
15	13th	Cert Real Time Ct. Rpt.	II/JJ	Cert Court Reporter	HH/II	1/13/2012	Vacant
16	13th	Cert Real Time Ct. Rpt.	II/JJ	Cert Court Reporter	HH/II	4/2/2012	Roybal
17	1st	Court Clerk 2	FF	Admin Asst 1	FF	8/16/2011	Vacant
18	1st	Program Manager	KK	Admin Asst 2	HH	8/16/2011	Vacant
19	1st	Court Clinician 1	JJ/KK	Court Clinician 2	JJ	8/23/2011	Vacant
20	1st	Admin Asst 2	HH	Legal Office Spec	HH	9/12/2011	Vacant
21	1st	Admin Asst 1	FF	Court Clinician 1	JJ/KK	9/14/2011	Vacant
22	1st	Admin Asst 2	HH	Legal Office Spec	HH	9/14/2011	Vacant
23	1st	Court Clinician 1	JJ/KK	Court Clinician 2	JJ	9/22/2011	Vacant
24	1st	Admin Asst 2	HH	Financial Spec Technician	FF	10/6/2011	Vacant
25	1st	Admin Asst 2	HH	Court Clerk 2	FF	11/12/2011	Vacant
26	1st	Court Clinician 2	KK/LL	Court Psychologist	LL/MM	4/28/2012	Roberts



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27	1st	Attorney - Assoc.	LL	Attorney Senior	MM	5/1/2012	Laures
28	1st	Court Financial Mgr	LL	Deputy Crt Exec Off 2	MM	5/1/2012	Vigil
29	1st	Cert Real Time Crt Reporter	II/JJ	Cert Crt Monitor	EE	6/1/2012	Vacant
30	1st	Cert Real Time Crt Reporter	II/JJ	Cert Crt Monitor	EE	6/5/2012	Vacant
31	1st	Court Clerk 2	FF	Admin Asst 1	FF	8/14/2011	Vacant
32	1st	Cert Court Monitor	EE	Cert Real Time Ct. Rpt.	II/JJ	2/18/2012	Vacant
33	1st	Admin Asst 1	FF	Admin Asst 2	HH	3/8/2012	Vacant
34	1st	Cert Court Monitor	EE	Admin Asst 1	FF	3/13/2012	Vacant
35	2nd	Cert Court Reporter	HH/II	Cert Real Time Crt Rep	II/JJ	7/25/2011	Paschal
36	2nd	Court Prob Officer 2	II	PreTrial Serv Officer 2	II	11/11/2011	Vacant
37	2nd	Court Clerk Supervisor	II	Program Manager	KK	2/7/2012	Vacant
38	2nd	Attorney Associate (classified)	LL	Attorney-Associate (U)	LL	6/18/2012	Burke
39	2nd	Attorney Associate (classified)	LL	Attorney-Associate (U)	LL	6/18/2012	Morosin
40	2nd	Attorney Associate (classified)	LL	Attorney-Associate (U)	LL	6/18/2012	Green
41	2nd	Attorney Associate (classified)	LL	Attorney-Associate (U)	LL	6/18/2012	vacant
42	3rd	Court Clerk 2	FF	Legal Office Spec	HH	8/26/2011	Zubia
43	3rd	Attorney - Assoc.	LL	Attorney Supervisor	NN	4/14/2012	Osborne
44	3rd	CC Leadworker	GG	CC Supervisor	II	5/12/2012	Rodriguez
45	3rd	CC-Leadworker	GG	CC- Supervisor	II	5/12/2012	Rodriguez
46	3rd	IT Spec	II/KK	IT Spec Sr.	KK/MM	4/28/2012	Al-Howaidi
47	5th	Bailiff (classified)	BB	Bailiff (U)	BB	12/10/2011	Vacant
48	5th	Bailiff (classified)	BB	Bailiff (U)	BB	3/7/2012	Vacant
49	5th	Program Manager	KK	Admin Asst 1	FF	4/3/2012	Vacant
50	5th	Bailiff (classified)	BB	Bailiff (U)	BB	5/1/2012	Vacant
51	6th	Cert Crt Reporter	EE	Cert Crt Monitor	EE	9/15/2011	Vacant
52	6th	Court Clerk 3	GG	Court Clerk 1	EE	10/11/2011	Vacant
53	6th	Court Clerk 2	FF	Court Clerk 1	EE	10/14/2011	Vacant



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54	7th	Court Clerk 2	FF	Court Clerk 1	EE	4/24/2012	Vacant
55	7th	Bailiff (classified)	BB	Bailiff (U)	BB	6/1/2012	Vacant
56	8th	Cert Court Reporter	HH/II	Cert Court Monitor (U)	EE	7/23/2011	Wagner
57	AOC	Court Manager 2	JJ	Court Clerk Supervisor	II	4/14/2012	Vacant
58	COA	Admin Asst 2	HH	Build & Grds Asst Super	HH	9/22/2011	Vacant
59	Comp Comm	Admin Asst 2	HH	Legal Office Spec	HH	10/18/2011	Vacant
60	JID	Management Analyst	JJ	Crt Financial Administrator	JJ	7/22/2011	Catanach
61	JID	IT Spec. Sr.	KK/MM	Network Sys Admin Senior	KK/MM	2/12/2012	Vacant
62	Mag	Crt Mgr 2	JJ	Court Clerk Supervisor	II	4/20/2012	Vacant
63	Metro	Crt Probation Off 1	HH	Crt Probation Off 2	II	8/22/2011	Vacant
64	Metro	Crt Probation Off 2	II	Crt Probation Off 1	HH	8/22/2011	Vacant
65	Metro	Court Clerk Lead	GG	Ct. Probation Off 2	II	9/8/2011	Vacant
66	Metro	Crt Probation Off 2	II	Court Clerk Lead	GG	9/8/2011	Vacant
67	Metro	Software App Dev Sr	KK/MM	IT Spec Sr.	KK/MM	9/20/2011	Vacant
68	Metro	Attorney General Counsel	MM	Attorney - Associate	LL	10/24/2011	Vacant
69	Metro	Crt Probation Off 2	II	Programs Division Dir	LL	10/31/2011	Vacant
70	Metro	Programs Division Director	LL	Crt Probation Off 2	II	10/31/2011	Vacant
71	Metro	Financial Supervisor	JJ	Financial Spec Sr.	II	1/12/2012	Vacant
72	Metro	Storekeeper	EE	Financial Spec	HH	3/7/2012	Vacant
73	Metro	Court Clerk 2	FF	Court Clerk Supervisor	II	4/16/2012	Vacant
74	Metro	Software App Dev	II/KK	Technology Project Mgr	KK/MM	4/30/2012	Vacant
75	Metro	Crt Probation Off 2	II	Crt Probation Off Lead	JJ	5/26/2012	Vacant
76	Metro	DCEO2	MM	DCEO1	LL	5/29/2012	Vacant