



**TENTH JUDICIAL DISTRICT ATTORNEY
HEIDI ADAMS**

**FY 2028
APPROPRIATION REQUEST
AGENCY CODE: 26000
FINANCIAL MANAGER/CFO
JENNIFER EMILLIO
PHONE: 575-461-2075**



**Office of the Tenth Judicial District Attorney
Heidi Adams-District Attorney**

September 1, 2026

Mario Semiglia
Senior Executive Budget & Policy Analyst
Department of Finance and Administration
State Budget Division
Bataan Memorial Building #190
407 Galisteo Street
Santa Fe, New Mexico 87501

RE: FY28 Justification for Appropriation Request

Dear Mr. Semiglia,

We appreciate the work you do for the citizens of New Mexico. It does not go unnoticed. We are grateful for the good work your department does and recognize that you are good stewards of New Mexico's resources. Keeping that in mind, I want to do the same good work for my citizens, therefore I am requesting additional funding to pursue our mission of seeking justice to ensure the safety of the citizens in Quay, De Baca, and Harding counties. In FY26, my office prosecuted 849 cases, which brought our average attorney caseload to 315 cases, well above our target of 175 cases per attorney. Now, we are once again being tapped to do more with less. Our primary mission is being weighed down by having to set aside time and resources to respond to more public records requests. Further, we are trying to plan ahead for the soon to be implemented Supreme Court Case Management Rule ("CMR") which will dramatically affect the timeliness of our prosecutions. In order to fulfill all of our job requirements, I am requesting the following:

- 1) Personal Services and Employee Benefits-200: We are requesting a budget increase of \$212,100.00 (a less than 10% increase in the current funding in this category). With this increase, we will attempt to fill our vacant position of District Office Manager. Also, these funds will be used to provide much needed raises for my attorneys in an attempt to retain them in our very rural portion of the state. Currently, as included in our budget submission, district attorney prosecutors in New Mexico are not receiving pay equitable to their counterparts within the State Personnel Office.

**1110 East High Street, P.O. Box 1141, Tucumcari, New Mexico 88401
Phone (575) 461-2075 Fax (575) 461-3966**

We are also asking for an expansion in the form of a new position of a Program Specialist to be funded in the amount of \$95,200.00. This position will provide support to the attorneys and prosecution staff for the looming CMR. Furthermore, this position would assume the duties of a dedicated records custodian to answer the increased public records requests (IPRA) that has bombarded all New Mexico governmental agencies in recent years.

- 2) Contractual Services-300: We will be requesting additional funds in the amount of \$10,000.00 in the 300 category for additional attorney services and other services to help with public records requests.
- 3) Other-400: We will not be requesting any additional funds in the 400 category.

We thank you in advance for considering our request and would invite any questions or concerns you may have. I look forward to working with you and other members of DFA and LFC.

Sincerely,

A handwritten signature in black ink, appearing to read "Heidi Adams", with a stylized, cursive script.

Heidi Adams

**APPROPRIATION REQUEST
CERTIFICATION
FORM S-1**

Agency Name: Tenth Judicial District Attorney

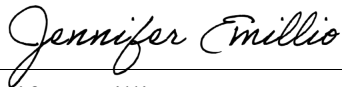
Business Unit: 26000

I hereby certify that the accompanying summary and detailed statements are true and correct to the best of my knowledge and belief and that the arithmetic accuracy of all numeric information has been verified.



Heidi Adams, District Attorney

,



Jennifer Emillio, CFO

1110 East High Street,
Tucumcari, NM 88401

575-461-2075

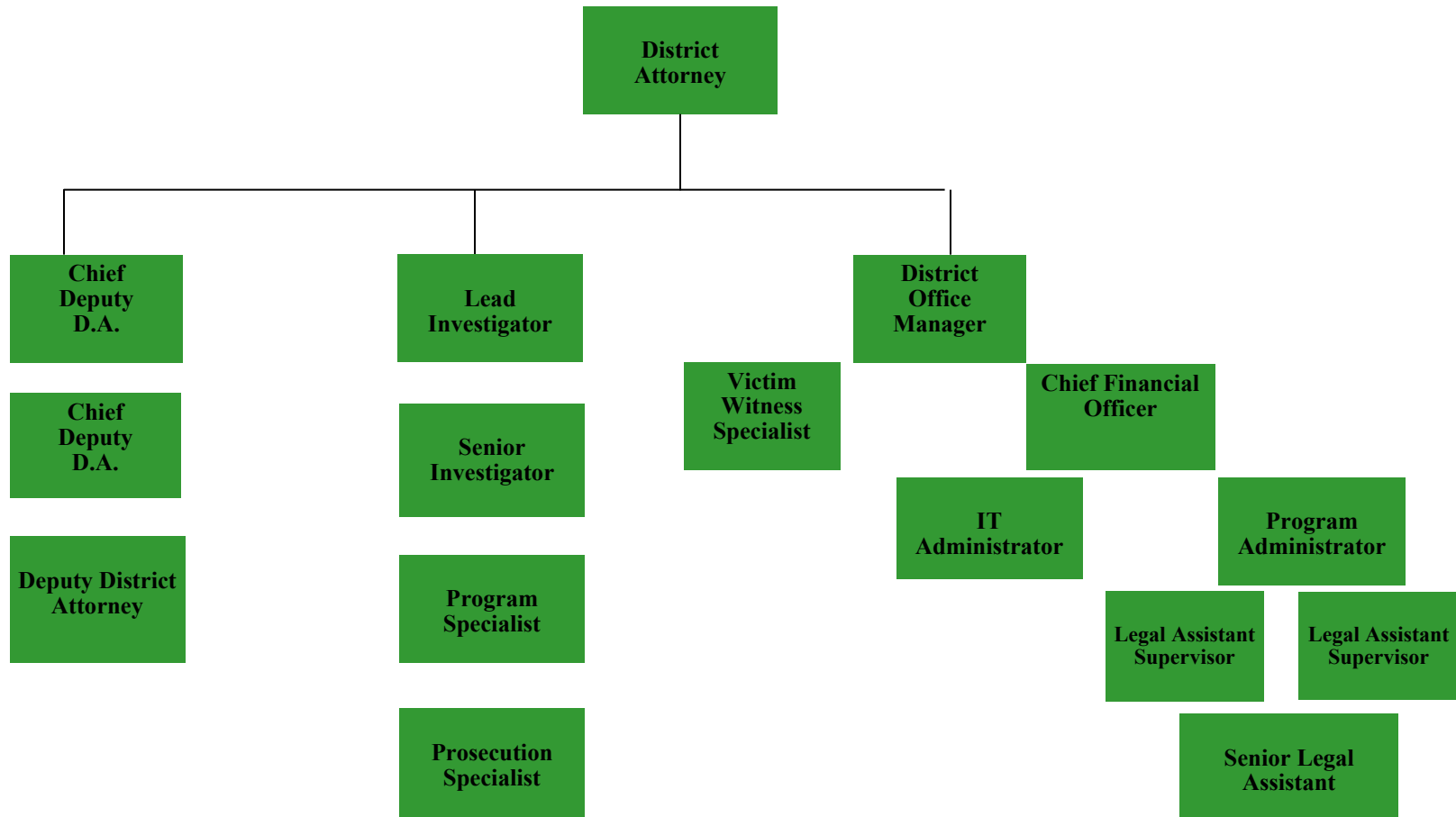
jsena@da.state.nm.us

Note: Appropriation Requests for agencies headed by a board or commission must be approved by the board or commission by official action and signed by the chairperson. Operating Budgets of other agencies must be signed by the director or secretary. Appropriation Requests not properly signed will be returned.

Agency Name: Tenth Judicial District Attorney
Program Name: Tenth Judicial District Attorney

Business Unit: 26000
Program Code: P260

FY28 APPROPRIATION REQUEST ORGANIZATION CHART FORM S-2

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Check Box if this form is a revision

Revision no:

Revision Date:

S-8 Financial Summary

(Dollars in Thousands)

BU PCode Department
26000 P260 000000

	2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	Base	----- FY 2028 Agency Request ----- Expansion	Total
REVENUE							
111 General Fund Transfers	2,307.3	2,237.8	2,428.1	0.0	2,650.2	95.2	2,745.4
112 Other Transfers	0.0	139.5	0.0	0.0	0.0	0.0	0.0
REVENUE, TRANSFERS	2,307.3	2,377.3	2,428.1	0.0	2,650.2	95.2	2,745.4
REVENUE	2,307.3	2,377.3	2,428.1	0.0	2,650.2	95.2	2,745.4
EXPENSE							
200 Personal services and employee benefits	2,094.8	2,164.2	2,215.6	2,302.1	2,427.7	95.2	2,522.9
300 Contractual services	40.0	30.1	40.0	0.0	50.0	0.0	50.0
400 Other	172.5	172.0	172.5	0.0	172.5	0.0	172.5
EXPENDITURES	2,307.3	2,366.3	2,428.1	2,302.08	2,650.2	95.2	2,745.4
EXPENSE	2,307.3	2,366.3	2,428.1	2,302.08	2,650.2	95.2	2,745.4
FTE POSITIONS							
810 Permanent	16.00	15.00	16.00	16.00	16.00	1.00	17.00
FTEs	16.00	15.00	16.00	16.00	16.00	1.00	17.00
FTE POSITIONS	16.00	15.00	16.00	16.00	16.00	1.00	17.00

TENTH JUDICIAL DISTRICT ATTORNEY (26000) FY28 RECURRING GENERAL FUND: AGENCY APPROPRIATION REQUEST CHANGES BY PROGRAM AND CATEGORY					
10th DA (P260)	Salaries and Benefits (200's)	Contractual Services (300's)	Other (400's)	Other Financing Uses (500's)	TOTAL
FY27 Operating Budget: General Fund	\$2,215.6	\$40.0	\$172.5	\$0.0	\$2,428.1
Increases (Decreases)					
Increase to General Fund	\$212.1	\$10.0	\$0.0	\$0.0	\$222.1
Expansion Request-Program Specialist	\$95.2				\$95.2
General fund increase/decrease #3 description					\$0.0
General fund increase/decrease #4 description					\$0.0
General fund increase/decrease #5 description					\$0.0
General fund increase/decrease #6 description					\$0.0
General fund increase/decrease #7 description					\$0.0
General fund increase/decrease #8 description					\$0.0
General fund increase/decrease #9 description					\$0.0
General fund increase/decrease #10 description					\$0.0
General fund increase/decrease #11 description					\$0.0
General fund increase/decrease #12 description					\$0.0
General fund increase/decrease #13 description					\$0.0
General fund increase/decrease #14 description					\$0.0
General fund increase/decrease #15 description					\$0.0
FY28 Request: General Fund	\$2,522.9	\$50.0	\$172.5	\$0.0	\$2,745.4
\$ increase over FY27	\$307.3	\$10.0	\$0.0	\$0.0	\$317.3
% increase over FY27	13.9%	25.0%	0.0%	#DIV/0!	13.1%

BU PCode Department
26000 0000 0000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

		2025-26 Opbud	2025-26 Actuals	2026-27 Opbud	2027-28 PCF Proj	----- FY 2028 Agency Request -----		
						Base	Expansion	Total
499105	General Fd. Appropriation	2,307.3	2,237.8	2,428.1	0.0	2,650.2	95.2	2,745.4
111	General Fund Transfers	2,307.3	2,237.8	2,428.1	0.0	2,650.2	95.2	2,745.4
425909	Other Services - Interagency	0.0	2.8	0.0	0.0	0.0	0.0	0.0
499905	Other Financing Sources	0.0	136.7	0.0	0.0	0.0	0.0	0.0
112	Other Transfers	0.0	139.5	0.0	0.0	0.0	0.0	0.0
TOTAL REVENUE		2,307.3	2,377.3	2,428.1	0	2,650.2	95.2	2,745.4
520100	Exempt Perm Positions P/T&F/T	1,531.1	1,509.9	1,555.2	1,631.5	1,695.8	95.2	1,791.0
520700	Overtime & Other Premium Pay	0.0	0.2	0.0	0.0	0.0	0.0	0.0
520800	Annl & Comp Paid At Separation	0.0	5.5	0.0	0.0	0.0	0.0	0.0
521100	Group Insurance Premium	140.9	216.9	185.0	225.7	208.1	0.0	208.1
521200	Retirement Contributions	281.2	271.5	284.0	311.5	326.3	0.0	326.3
521300	F I C A	92.8	112.5	125.9	100.4	129.7	0.0	129.7
521400	Workers' Comp Assessment Fee	0.0	0.2	0.0	0.0	0.0	0.0	0.0
521410	GSD Work Comp Insur Premium	1.3	1.2	0.7	0.0	0.8	0.0	0.8
521600	Employee Liability Ins Premium	15.7	15.4	32.7	0.0	33.1	0.0	33.1
521700	RHC Act Contributions	31.6	28.2	32.1	33.0	33.9	0.0	33.9
521900	Other Employee Benefits	0.2	2.6	0.0	0.0	0.0	0.0	0.0
200	Personal services and employee benef	2,094.8	2,164.2	2,215.6	2,302.1	2,427.7	95.2	2,522.9
535300	Other Services	4.1	5.0	6.7	0.0	13.6	0.0	13.6
535400	Audit Services	15.9	15.5	18.3	0.0	16.4	0.0	16.4
535500	Attorney Services	20.0	9.6	15.0	0.0	20.0	0.0	20.0
300	Contractual services	40.0	30.1	40.0	0.0	50.0	0.0	50.0
542100	Employee I/S Mileage & Fares	0.5	0.0	0.0	0.0	0.5	0.0	0.5
542200	Employee I/S Meals & Lodging	3.0	2.7	20.0	0.0	10.0	0.0	10.0
542500	Transp - Fuel & Oil	15.0	8.8	13.0	0.0	15.0	0.0	15.0
542600	Transp - Parts & Supplies	13.0	10.2	3.5	0.0	13.0	0.0	13.0
542700	Transp - Transp Insurance	1.5	1.5	1.3	0.0	1.9	0.0	1.9
543300	Maint - Buildings & Structures	0.4	0.5	0.5	0.0	1.0	0.0	1.0
543500	Maint - Supplies	1.0	0.5	1.5	0.0	1.5	0.0	1.5
543830	IT HW/SW Agreements	32.6	5.8	33.0	0.0	15.3	0.0	15.3
544000	Supply Inventory IT	20.0	15.2	20.0	0.0	21.5	0.0	21.5
544100	Supplies-Office Supplies	2.0	0.7	2.0	0.0	2.0	0.0	2.0
544200	Supplies-Medical,Lab,Personal	2.0	0.4	2.0	0.0	1.0	0.0	1.0

BU PCode Department
26000 0000 0000000000

S-9 Account Code Revenue/Expenditure Summary
(Dollars in Thousands)

		2025-26	2025-26	2026-27	2027-28	----- FY 2028 Agency Request -----		
		Opbud	Actuals	Opbud	PCF Proj	Base	Expansion	Total
544400	Supplies-Field Supplies	15.0	4.2	1.5	0.0	15.0	0.0	15.0
544700	Supplies-Clothing, Uniforms, Linen	0.0	0.0	0.0	0.0	1.5	0.0	1.5
544900	Supplies-Inventory Exempt	11.0	2.1	10.0	0.0	10.0	0.0	10.0
545600	Reporting & Recording	9.0	1.5	5.0	0.0	5.0	0.0	5.0
545710	DOIT HCM Assessment Fees	5.3	5.6	6.0	0.0	6.0	0.0	6.0
545900	Printing & Photo Services	2.5	0.9	2.5	0.0	3.0	0.0	3.0
546100	Postage & Mail Services	1.0	0.3	1.7	0.0	1.0	0.0	1.0
546500	Rent Of Equipment	6.7	2.9	7.0	0.0	4.0	0.0	4.0
546600	Communications	17.0	19.3	20.0	0.0	20.0	0.0	20.0
546700	Subscriptions/Dues/License Fee	12.5	17.9	15.0	0.0	20.0	0.0	20.0
546800	Employee Training & Education	0.5	0.3	5.0	0.0	2.0	0.0	2.0
546900	Advertising	0.5	0.7	0.0	0.0	0.5	0.0	0.5
547360	Insurance Premiums-non_payroll	0.5	0.7	0.5	0.0	0.8	0.0	0.8
547900	Miscellaneous Expense	0.0	0.7	1.5	0.0	1.0	0.0	1.0
548800	Automotive & Aircraft	0.0	68.8	0.0	0.0	0.0	0.0	0.0
400	Other	172.5	172.0	172.5	0.0	172.5	0.0	172.5
TOTAL EXPENSE		2,307.3	2,366.3	2,428.1	2,302.08	2,650.2	95.2	2,745.4
810	Permanent	16.00	15.00	16.00	16.00	16.00	1.00	17.00
810	Permanent	16.00	15.00	16.00	16.00	16.00	1.00	17.00
TOTAL FTE POSITIONS		16.00	15.00	16.00	16.00	16.00	1.00	17.00

State of New Mexico
S-13 Line Items by Business Unit Expenditures
(Dollars in Thousands)

BusUnit					2025-26	2026-27	Request		Recommendation		
					Actuals	Opbud	Base	Expansion	Base	Expansion	
26000	P260-R	Tenth Judicial District Attorney	520100	Exempt Perm Positions P/T&F/T	1,509.9	1,555.2	1,695.8	95.2	0	0	0.0
			520700	Overtime & Other Premium Pay	0.21	0	0	0	0	0	0.0
			520800	Annl & Comp Paid At Separation	5.46	0	0	0	0	0	0.0
			521100	Group Insurance Premium	216.89	185	208.1	0	0	0	0.0
			521200	Retirement Contributions	271.49	284	326.3	0	0	0	0.0
			521300	F I C A	112.55	125.9	129.7	0	0	0	0.0
			521400	Workers' Comp Assessment Fee	0.15	0	0	0	0	0	0.0
			521410	GSD Work Comp Insur Premium	1.25	0.7	0.8	0	0	0	0.0
			521600	Employee Liability Ins Premium	15.45	32.7	33.1	0	0	0	0.0
			521700	RHC Act Contributions	28.22	32.1	33.9	0	0	0	0.0
			521900	Other Employee Benefits	2.64	0	0	0	0	0	0.0
			535300	Other Services	5.03	6.7	13.6	0	0	0	0.0
			535400	Audit Services	15.48	18.3	16.4	0	0	0	0.0
			535500	Attorney Services	9.61	15	20	0	0	0	0.0
			542100	Employee I/S Mileage & Fares	0	0	0.5	0	0	0	0.0
			542200	Employee I/S Meals & Lodging	2.7	20	10	0	0	0	0.0
			542500	Transp - Fuel & Oil	8.78	13	15	0	0	0	0.0
			542600	Transp - Parts & Supplies	10.24	3.5	13	0	0	0	0.0
			542700	Transp - Transp Insurance	1.5	1.3	1.9	0	0	0	0.0
			543300	Maint - Buildings & Structures	0.5	0.5	1	0	0	0	0.0
			543500	Maint - Supplies	0.54	1.5	1.5	0	0	0	0.0
			543830	IT HW/SW Agreements	5.78	33	15.3	0	0	0	0.0
			544000	Supply Inventory IT	15.15	20	21.5	0	0	0	0.0
			544100	Supplies-Office Supplies	0.72	2	2	0	0	0	0.0
			544200	Supplies-Medical,Lab,Personal	0.42	2	1	0	0	0	0.0
			544400	Supplies-Field Supplies	4.16	1.5	15	0	0	0	0.0
			544700	Supplies-Clothng,Unifrms,Linen	0	0	1.5	0	0	0	0.0
			544900	Supplies-Inventory Exempt	2.11	10	10	0	0	0	0.0
			545600	Reporting & Recording	1.45	5	5	0	0	0	0.0
			545710	DOIT HCM Assessment Fees	5.6	6	6	0	0	0	0.0
			545900	Printing & Photo Services	0.9	2.5	3	0	0	0	0.0
			546100	Postage & Mail Services	0.27	1.7	1	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

				546500	Rent Of Equipment	2.87	7	4	0	0	0	0.0
				546600	Communications	19.26	20	20	0	0	0	0.0
				546700	Subscriptions/Dues/License Fee	17.87	15	20	0	0	0	0.0
				546800	Employee Training & Education	0.29	5	2	0	0	0	0.0
				546900	Advertising	0.72	0	0.5	0	0	0	0.0
				547360	Insurance Premiums-non_payroll	0.72	0.5	0.8	0	0	0	0.0
				547900	Miscellaneous Expense	0.67	1.5	1	0	0	0	0.0
				548800	Automotive & Aircraft	68.82	0	0	0	0	0	0.0
Subtotal for:	26000	P260-R	Tenth Judicial District Attorney			2,366.35	2,428.1	2,650.2	95.2	0	0	0.0
26000						2,366.35	2,428.1	2,650.2	95.2	0	0	0.0

Totals by Line Item

BusUnit	Line Item			2025-26	2026-27	Request		Recommendation		Opbud
				Actuals	Opbud	Base	Expansion	Base	Expansion	
26000	520100	Exempt Perm Positions P/T&F/T		1,509.9	1,555.2	1,695.8	95.2	0	0	0.0
	520700	Overtime & Other Premium Pay		0.21	0	0	0	0	0	0.0
	520800	Annl & Comp Paid At Separation		5.46	0	0	0	0	0	0.0
	521100	Group Insurance Premium		216.89	185	208.1	0	0	0	0.0
	521200	Retirement Contributions		271.49	284	326.3	0	0	0	0.0
	521300	F I C A		112.55	125.9	129.7	0	0	0	0.0
	521400	Workers' Comp Assessment Fee		0.15	0	0	0	0	0	0.0
	521410	GSD Work Comp Insur Premium		1.25	0.7	0.8	0	0	0	0.0
	521600	Employee Liability Ins Premium		15.45	32.7	33.1	0	0	0	0.0
	521700	RHC Act Contributions		28.22	32.1	33.9	0	0	0	0.0
	521900	Other Employee Benefits		2.64	0	0	0	0	0	0.0
	535300	Other Services		5.03	6.7	13.6	0	0	0	0.0
	535400	Audit Services		15.48	18.3	16.4	0	0	0	0.0
	535500	Attorney Services		9.61	15	20	0	0	0	0.0
	542100	Employee I/S Mileage & Fares		0	0	0.5	0	0	0	0.0
	542200	Employee I/S Meals & Lodging		2.7	20	10	0	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

542500	Transp - Fuel & Oil	8.78	13	15	0	0	0	0.0
542600	Transp - Parts & Supplies	10.24	3.5	13	0	0	0	0.0
542700	Transp - Transp Insurance	1.5	1.3	1.9	0	0	0	0.0
543300	Maint - Buildings & Structures	0.5	0.5	1	0	0	0	0.0
543500	Maint - Supplies	0.54	1.5	1.5	0	0	0	0.0
543830	IT HW/SW Agreements	5.78	33	15.3	0	0	0	0.0
544000	Supply Inventory IT	15.15	20	21.5	0	0	0	0.0
544100	Supplies-Office Supplies	0.72	2	2	0	0	0	0.0
544200	Supplies-Medical,Lab,Personal	0.42	2	1	0	0	0	0.0
544400	Supplies-Field Supplies	4.16	1.5	15	0	0	0	0.0
544700	Supplies-Clothng,Unifrms,Linen	0	0	1.5	0	0	0	0.0
544900	Supplies-Inventory Exempt	2.11	10	10	0	0	0	0.0
545600	Reporting & Recording	1.45	5	5	0	0	0	0.0
545710	DOIT HCM Assessment Fees	5.6	6	6	0	0	0	0.0
545900	Printing & Photo Services	0.9	2.5	3	0	0	0	0.0
546100	Postage & Mail Services	0.27	1.7	1	0	0	0	0.0
546500	Rent Of Equipment	2.87	7	4	0	0	0	0.0
546600	Communications	19.26	20	20	0	0	0	0.0
546700	Subscriptions/Dues/License Fee	17.87	15	20	0	0	0	0.0
546800	Employee Training & Education	0.29	5	2	0	0	0	0.0
546900	Advertising	0.72	0	0.5	0	0	0	0.0
547360	Insurance Premiums-non_payroll	0.72	0.5	0.8	0	0	0	0.0
547900	Miscellaneous Expense	0.67	1.5	1	0	0	0	0.0
548800	Automotive & Aircraft	68.82	0	0	0	0	0	0.0
Grand Total		2,366.35	2,428.1	2,650.2	95.2	0	0	0.0

State of New Mexico

S-13 Line Items by Business Unit Expenditures

(Dollars in Thousands)

Program Description:

The Tenth Judicial District Attorney Prosecution Program is responsible for the prosecution of felony, juvenile cases, many misdemeanor crimes and legal work for the counties of Quay, Harding and De Baca. The mission of the Tenth Judicial District is to seek justice. To improve the quality of life for all citizens in the Tenth Judicial District, by fairly and expeditiously prosecuting those who violate the laws of the State of New Mexico and administering the office of the District Attorney with the utmost professionalism and courtesy. The Tenth Judicial District Attorney Prosecution Program provides litigation, special programs (Pre-Prosecution Diversion Program, Worthless Check Program and Victims of Crime Program) and administrative support for the Tenth Judicial District Attorney to enforce criminal law, improve and ensure the protection, safety, welfare and health of the citizens in our district. Without our base budget those people in our agency who perform in the above programs would not be able to perform adequately and we will have to cut services to the citizens in our district (Quay, Harding and De Baca), such as limiting the travel of our victim advocacy division and investigations division who strive to provide personal service to their clients. Other services that would be affected are the attorneys' abilities to conduct interviews, depositions, and present prepared witnesses in court.

Major Issues and Accomplishments:

We successfully prosecuted 849 cases in FY26. During this period, we also welcomed a new IT Administrator. Currently, we are attempting to fill one FTE which is the DOM position. As mental health and drug abuse surges, there has been an increased number of filings for competency determinations and petitions for involuntary mental health commitments. To meet these potential threats to public safety, we need to be able to retain our current prosecutors and fill our vacant FTE.

Overview of Request:

The FY28 Appropriation request for Category 200- Personal Services & Benefits is based on the figures that were populated from SHARE for employee salaries and benefits and the proposed raises following the findings of the HR Classification & Compensation Survey conducted at the request of the New Mexico Administrative Office of the District Attorneys which determined current district attorney prosecutor salaries are below the salaries of comparable State Personnel Office attorneys by an average of 21%. (See Attachments-Supporting Documentation) Further, surrounding States have seen the need and have taken action to increase district attorney prosecutors' salaries. (See Attachments-Supporting Documentation) We have requested that DFA consider the proposed new Salary and Compensation Plan to assist with recruitment and retention. (See Attachments-Supporting Documentation) In order to achieve our program's goals this less than 10% increase will help us retain our current employees and potentially help us fill our vacant FTE. We are also asking for an expansion of a Program Specialist as outlined in our programmatic changes. The Category 300-Contractual is increased by \$10,000.00 which is an increase in the other services and attorney services line items. The Category 400-Other will remain flat.

Programmatic Changes:

For FY28 we are asking for an Expansion of a Program Specialist position. This position will provide support to the attorneys and prosecution staff for the looming Supreme Court Case Management Rule. Furthermore, this position would assume the duties of a dedicated records custodian to answer the increased public records requests (IPRA) that has bombarded all New Mexico governmental agencies in recent years.

Base Budget Justification:

Without an increase to our base budget, our employees will be unable to provide quality and efficient services to our constituents. Being in such a rural area of the state, recruiting and retaining quality employees is difficult. We do not have the draws of big city living and for our staff to do any meaningful medical appointments, shopping or entertainment, it requires them to drive anywhere from 90 minutes to three hours-one way! Being able to provide competitive salaries enables us to keep positions filled and so we can carry on with our mission of seeking justice and public safety.

REV EXP COMPARISON

(Dollars in Thousands)

26000 - Tenth Judicial District Attorney					
P260 - Tenth Judicial District Attorney					
	General Fund	Other Funds	Other Transfers	Federal Funds	Total
SOURCES Totals	2,745.4	0.0	0.0	0.0	2,745.4
Personal services and employee benefits	2,522.9	0.0	0.0	0.0	2,522.9
Contractual services	50.0	0.0	0.0	0.0	50
Other	172.5	0.0	0.0	0.0	172.5
USES Total:	2,745.4	0.0	0.0	0.0	2,745.4
Net:	0.0	0.0	0.0	0.0	0.0

EB-1 Expansion Justifications
(Dollars in Thousands)

Program Specialist Rank: 1

New Initiative	2027-28 GF Sources	2027-28 OSF Sources	2027-28 ISF/ IAT Sources	2027-28 FF Sources	2027-28 Total Request	2027-28 Exec Recommendation
General Fund Transfers	95.2	0.0	0.0	0.0	95.2	0.0
REVENUE, TRANSFERS	95.2	0.0	0.0	0.0	95.2	0.0
Personal services and employee b	95.2	0.0	0.0	0.0	95.2	0.0
EXPENDITURES	95.2	0.0	0.0	0.0	95.2	0.0
Permanent	0	0	0	0	1	
FTEs	0	0	0	0	1	0

Brief Description:

This request addresses a much-needed full-time position of a Program Specialist. This position will provide support to the attorneys and prosecution staff for the looming Supreme Court Case Management Rule ("CMR") . Furthermore, this position would assume the duties of a dedicated records custodian to answer the increased public records requests that has bombarded all New Mexico governmental agencies in recent years.

Legislative Change: _____

Session Law Citation:

Legal Settlement: _____

Case Number or Citation:

BU PCode Department
26000 P260 000000

EB-2 Expansion Fiscal Summary
(Dollars in Thousands)

Program Specialist

Rank: 1

		2027-28 GF Sources	2027-28 OSF Sources	2027-28 ISF/ IAT Sources	2027-28 FF Sources	2027-28 Total Request	2027-28 Exec Recommendation
111	General Fund Transfers	95.2	0.0	0.0	0.0	95.2	0.0
REVENUE, TRANSFERS		95.2	0.0	0.0	0.0	95.2	0.0
200	Personal services and employee benefits	95.2	0.0	0.0	0.0	95.2	0.0
EXPENDITURES		95.2	0.0	0.0	0.0	95.2	0.0
810	Permanent	0	0	0	0	1	0.0
FTEs		0	0	0	0	1	0

EB-3 Expansion Line Item Detail
(Dollars in Thousands)

Program Specialist

Rank: 1

		2027-28 GF Sources	2027-28 OSF Sources	2027-28 ISF/IAT Sources	2027-28 FF Sources	2027-28 Total Request	2027-28 Exec Recommendation
520100	Exempt Perm Positions P/T&F/T	95.2	0.0	0.0	0.0	95.2	0.0
521100	Group Insurance Premium	0.0	0.0	0.0	0.0	0.0	0.0
521200	Retirement Contributions	0.0	0.0	0.0	0.0	0.0	0.0
521300	F I C A	0.0	0.0	0.0	0.0	0.0	0.0
521700	RHC Act Contributions	0.0	0.0	0.0	0.0	0.0	0.0
200	Personal services and employee benefits	95.2	0.0	0.0	0.0	95.2	0.0
Total for Program Specialist		95.2	0.0	0.0	0.0	95.2	0.0

Agency Expansion Request Justification

New Mexico agencies making significant requests to expand agency budgets, other than workload changes, or for large special appropriations that appear to expand an agency's recurring budget are being asked to assess the proposals and report on their purpose, potential for success, and plans for implementation and accountability in accordance with the [Budget Guidelines of the New Mexico Legislative Finance Committee \(LFC\)](#) and LFC's [Legislating for Results Framework](#).

1 Program Premise

What public problem does this program seek to address? How will this program address the problem? Does the proposed program link to a goal in the agency's strategic plan?

What is the extent of the problem stated in numerical, geographic, and equity terms? What portion of the total need identified does this program seek to address?

2 Needs Assessment

3 Program Description

What specific activities in the program will achieve these expected program outcomes? What are costs per person or activity? Once the program is fully operational, what are the estimated ongoing annual costs?

Is the program based on evidence or research or a promising practice? Will it need formal evaluation?

4 Research and Evidence

5 Implementation Plan

What activities are needed to implement the program? How much will it cost? What is the timeline for each startup activity?

Will the program be implemented with equity and fidelity? Do you have a checklist of the program components need to achieve the impacts?

6 Fidelity Plan

7 Measurement and Evaluation

What specific outcomes are expected? What are key performance measures? How often will the program be measured and evaluated?

Agency and Expansion Request Information

Agency: Tenth Judicial District Attorney

Short Title of Request: Program Specialist

Point of contact for follow-up information:

Name: Jennifer Emillio

Title: Chief Financial Officer

Phone: 575-461-2075

E-Mail: jsena@da.state.nm.us

Is the requested expansion solely the result of a workload change? No

If yes, no further information is needed. If no, please provide narrative responses addressing item below.

1. Program Premise

In this section, provide information describing the problem this funding is proposed to address.

- a.** Why is this expansion needed and what problem or need it is attempting to address?

This request addresses a much-needed full-time position of a Program Specialist. This position will provide support to the attorneys and prosecution staff for the looming Supreme Court Case Management Rule (“CMR”)¹. Furthermore, this position would assume the duties of a dedicated records custodian to answer the increased public records requests that has bombarded all New Mexico governmental agencies in recent years.

- b.** How does this request differ from existing programming?

We currently do not have enough employees to handle the need of the CMR and IPRA requests.

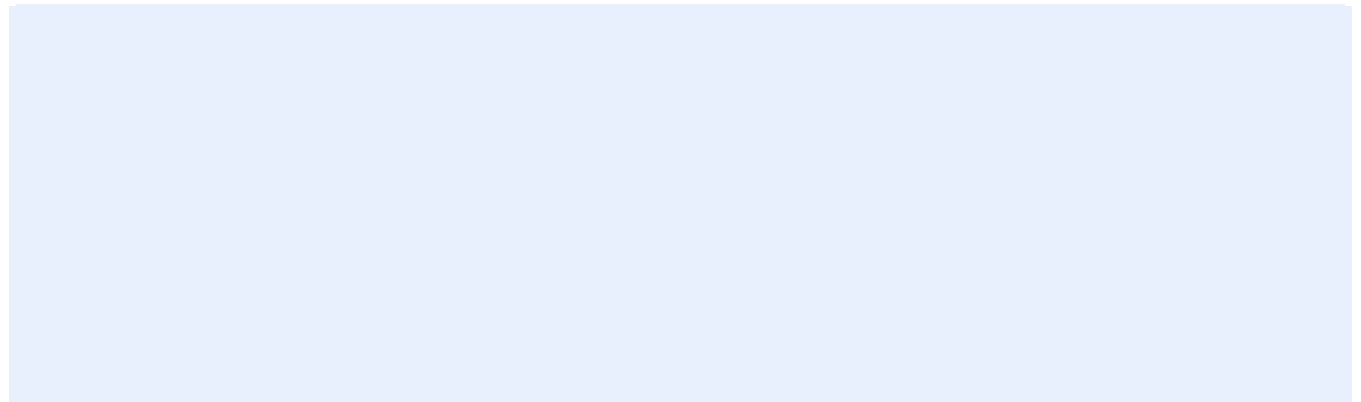
- c.** How does the requested program fit into the agency’s strategic plan?

This expansion request will create a Program Specialist position in the Tenth Judicial District Attorney’s Office to meet the increasing IPRA requests and upcoming Case Management Rule being imposed by the NM Supreme Court.

- d.** Has the agency developed a logic model describing the agency’s theory of change?

No

- e.** If yes, please provide a copy of the logic model as a picture below or as an additional attachment with the form as part of the agency’s submission in BFM. If no, please contact your LFC or DFA analyst for assistance in developing a logic model.



¹ Similar to the Case Management Orders a.k.a. CMOs in the First, Second and Eight Judicial Districts.

2. Needs Assessment

In this section, provide specifics on the extent of the problem this proposal proposes to solve.

- a. What is the extent of the problem to be addressed?

The Tenth Judicial District is the smallest judicial district in the State in terms of population. It has a rural population, but the District has multiple interstates and faces the same public safety concerns as the rest of the state. We have 15 full-time employees working to provide prosecution of over 800 cases annually as well as providing legal advice to De Baca County and support to surrounding law enforcement. Our District embodies the adage “we do more with less.”

- b. What is the total statewide need in numerical or geographic terms? If applicable, this may include a description and analysis of historically unserved or underserved populations.

This position would serve Quay, De Baca and Harding counties, all underserved populations.

- c. What percentage of the previously identified total statewide need does this request seek to address?

It serves 100% of people who have contact directly or indirectly with the Tenth Judicial District Attorney’s Office.

3. Program Description

In this section, provide information detailing activities, costs, and benefits of the proposal.

- a. How much is the agency’s request for FY28 and from what source is the agency requesting additional funding?

The agency’s request for FY28 will be \$95,203.86 and we are requesting this amount in our General Fund.

- b. Provide a list of specific activities that will be carried out if this request is granted.

The increased public records requests over the past few years have already taxed the staff, who already wear many hats in our small agency. This takes away from their primary function of prosecuting cases and taking care of victims. While we have no problem complying with the Inspection of Public Records Act (“IPRA”), we have to carefully review, sometimes hundreds of hours of video, to protect victims and witnesses private information prior to releasing records, something I don’t imagine was contemplated by the original drafters of IPRA. This takes time that the current employees should be dedicating to protecting public safety and victim’s rights. Further, if the CMR goes into effect, we fear that many cases may be dismissed as they have been in other districts due to not having enough staff to meet the tight deadlines for discovery amongst other things. An expansion of a position of Program Specialist would help fill the gap and take stress off the other employees. If approved, there would be a permanent increase to our budget. We will request this position to be filled at midpoint, \$31.84 an hour, to allow us to recruit the best candidate.

- c. Provide a cost per unit for the funding (such as the cost per individual or cost per activity).

Click or tap here to enter text.

- d. If available and applicable, provide a benefit-to-cost ratio for this program (the total monetized benefits divided by total costs).

Click or tap here to enter text.

- e. Does the agency anticipate additional increases above the FY28 request will be needed in future years to continue to operate the program? If so, please describe these additional expenses and projections of future financial needs.

No

4. Research and Evidence Categorization

In this section, provide information regarding the evidence and research supporting your request.

- a. As defined in [New Mexico's Accountability in Government Act](#), specify whether your program is evidence-based, research-based, a promising program or practice, or none of the above.

None

- b. Please provide any references or links to relevant research supporting your categorization. For example, sources may include published research or categorization provided by [clearinghouse databases](#).

Click or tap here to enter text.

- c. How will you evaluate the program to confirm your categorization?

The fallout from the CMO being implemented in the First, Second and Eighth Districts is well documented. Cases have been dismissed with prejudice. Victims are left without answers. As for the need to assist our agency with public records requests, this too is well documented. The IPRA Task Force was created by the Legislature through House Joint Memorial 2 in the 2026 Regular Session to study the implementation and effectiveness of the state's public records law and to recommend possible amendments. The Task Force held numerous commenting sessions around the state which clearly identify the overwhelming requests governmental agencies are facing. See <https://nm DOJ.gov/get-help/ipra-task-force/> At only eight months into 2026, we have already surpassed the total number of requests we received in 2025 by 8%. Requests for records in 2025 had exploded up 92% from 2024.

5. Implementation Plan

In this section, describe all activities related to implementation of your proposal (What, when, where, who, and how) by addressing the following items:

- a. What are the training and startup requirements for the proposed program?
- b. If the expansion is permitted, we will immediately post the vacancy for the position through the Administrative Offices of District Attorneys who utilize Indeed and through our various local newspapers. We will also use social media platforms for recruiting as we have had positive responses from those outlets. Provide an estimated timeline for implementation of activities. Include planned benchmarks, milestones, and a target date for full implementation. If the request includes new FTE, provide your current vacancy rate and plan for recruitment.

Our current vacancy rate is 6.25%. Training for the new position will mostly be in-house as current employees are familiar with responding to the public records requests. As for the impending CMR, that is to be determined based on the final rule. We have begun to try and implement processes ahead of the rule after reviewing a draft of the proposed rule.

6. Fidelity Plan

In this section, provide information regarding how you will ensure your proposal is delivered as intended.

- a. Describe key components critical to the success of your program.

The IPRA statute already has built in timelines and checklists as does the New Mexico Administrative Code for record retention. With the new employee, we will develop in-house policies and practices to assure adherence to the requirements. As to the second component of our request, CMR compliance, our prosecution teams along with the new Program Specialist will be developing a more rapid process for discovery and transmission of evidence to the lab.

- b. Provide a checklist or specific process metrics you will use to ensure component parts are implemented, including equity if applicable.

[Click or tap here to enter text.](#)

7. Measurement and Evaluation Plan

In this section, provide information about measuring outcomes and the impact of your proposal.

- a. What measurable outcome is the agency trying to achieve with the requested expansion?

The nature of this position requested in this expansion already has performance measures in place that are directly calculated through our present performance-based budgeting measures. In addition, however, there would be a measurable increase in public approval of the district with the approval of this expansion. If this position is not approved, cases may be dismissed for

prosecution and/or our constituents may experience a delay in services. Our staff members who already perform many roles will be burdened with additional extra responsibilities without pay.

- b.** Will the requested program affect any existing performance measures?

No

- i.** If yes, which performance measures will be affected?

Click or tap here to enter text.

- c.** What program outputs will the agency measure?

Click or tap here to enter text.

- d.** What efficiency metrics will the agency monitor?

Click or tap here to enter text.

- e.** Does the agency have baseline data for the proposed measures?

Choose an item.

- i.** If yes, please provide baseline data.

Click or tap here to enter text.

- ii.** If no, when and how does the agency anticipate collecting baseline data?

Click or tap here to enter text.

- f.** How often will the agency collect and report on these performance metrics?

Click or tap here to enter text.

- g.** How do you plan to share the results of your program with the public and the Legislature?

Click or tap here to enter text.

Tenth Judicial District Attorney

BU PCode
26000 P260

State of New Mexico

E4 PCode Detail
(Dollars in Thousands)

Fund	Account		2025-26	2026-27	2027-28	FY 2028 Agency Request				Total	Justification
			Actuals	Opbud	PCF Proj	GF	OSF	ISF/IAT	FF		
00000	520100	Exempt Perm Positions P/T&F/T	0.0	0.0	131.04	0.0	0.0	0.0	0.0	0.0	
00000	521100	Group Insurance Premium	0.0	0.0	6.14	0.0	0.0	0.0	0.0	0.0	
00000	521200	Retirement Contributions	0.0	0.0	25.02	0.0	0.0	0.0	0.0	0.0	
00000	521300	F I C A	0.0	0.0	8.06	0.0	0.0	0.0	0.0	0.0	
00000	521700	RHC Act Contributions	0.0	0.0	3.25	0.0	0.0	0.0	0.0	0.0	
16400	520100	Exempt Perm Positions P/T&F/T	1,509.9	1,555.2	1,500.42	1,695.8	0.0	0.0	0.0	1,695.8	Increase due to increasing attorneys
16400	520700	Overtime & Other Premium Pay	0.2	0.0	0	0.0	0.0	0.0	0.0	0.0	
16400	520800	Annl & Comp Paid At Separation	5.5	0.0	0	0.0	0.0	0.0	0.0	0.0	
16400	521100	Group Insurance Premium	216.9	185.0	219.57	208.1	0.0	0.0	0.0	208.1	Increase in Insurance rates
16400	521200	Retirement Contributions	271.5	284.0	286.48	326.3	0.0	0.0	0.0	326.3	Increase in PERA
16400	521300	F I C A	112.5	125.9	92.32	129.7	0.0	0.0	0.0	129.7	Increase in FICA
16400	521400	Workers' Comp Assessment Fee	0.2	0.0	0	0.0	0.0	0.0	0.0	0.0	
16400	521410	GSD Work Comp Insur Premium	1.2	0.7	0	0.8	0.0	0.0	0.0	0.8	GSD WORKERS COMP
16400	521600	Employee Liability Ins Premium	15.4	32.7	0	33.1	0.0	0.0	0.0	33.1	GSD FEE
16400	521700	RHC Act Contributions	28.2	32.1	29.78	33.9	0.0	0.0	0.0	33.9	Increase in RHC
16400	521900	Other Employee Benefits	2.6	0.0	0	0.0	0.0	0.0	0.0	0.0	
	200	Personal services and employee benef	2,164.2	2,215.6	2,302.08	2,427.7	0.0	0.0	0.0	2,427.7	
16400	542100	Employee I/S Mileage & Fares	0.0	0.0	0	0.5	0.0	0.0	0.0	0.5	
16400	542200	Employee I/S Meals & Lodging	2.7	20.0	0	10.0	0.0	0.0	0.0	10.0	
16400	542500	Transp - Fuel & Oil	8.8	13.0	0	15.0	0.0	0.0	0.0	15.0	
16400	542600	Transp - Parts & Supplies	10.2	3.5	0	13.0	0.0	0.0	0.0	13.0	
16400	542700	Transp - Transp Insurance	1.5	1.3	0	1.9	0.0	0.0	0.0	1.9	
16400	543300	Maint - Buildings & Structures	0.5	0.5	0	1.0	0.0	0.0	0.0	1.0	
16400	543500	Maint - Supplies	0.5	1.5	0	1.5	0.0	0.0	0.0	1.5	
16400	543830	IT HW/SW Agreements	5.8	33.0	0	15.3	0.0	0.0	0.0	15.3	
16400	544000	Supply Inventory IT	15.2	20.0	0	21.5	0.0	0.0	0.0	21.5	
16400	544100	Supplies-Office Supplies	0.7	2.0	0	2.0	0.0	0.0	0.0	2.0	
16400	544200	Supplies-Medical,Lab,Personal	0.4	2.0	0	1.0	0.0	0.0	0.0	1.0	
16400	544400	Supplies-Field Supplies	4.2	1.5	0	15.0	0.0	0.0	0.0	15.0	
16400	544700	Supplies-Clothng,Unifrms,Linen	0.0	0.0	0	1.5	0.0	0.0	0.0	1.5	
16400	544900	Supplies-Inventory Exempt	2.1	10.0	0	10.0	0.0	0.0	0.0	10.0	
16400	545600	Reporting & Recording	1.5	5.0	0	5.0	0.0	0.0	0.0	5.0	
16400	545710	DOIT HCM Assessment Fees	5.6	6.0	0	6.0	0.0	0.0	0.0	6.0	

BU PCode
26000 P260**E4 PCode Detail**
(Dollars in Thousands)

Fund	Account		2025-26	2026-27	2027-28	FY 2028 Agency Request				Total	Justification
			Actuals	Opbud	PCF Proj	GF	OSF	ISF/IAT	FF		
16400	545900	Printing & Photo Services	0.9	2.5	0	3.0	0.0	0.0	0.0	3.0	
16400	546100	Postage & Mail Services	0.3	1.7	0	1.0	0.0	0.0	0.0	1.0	
16400	546500	Rent Of Equipment	2.9	7.0	0	4.0	0.0	0.0	0.0	4.0	
16400	546600	Communications	19.3	20.0	0	20.0	0.0	0.0	0.0	20.0	
16400	546700	Subscriptions/Dues/License Fee	17.9	15.0	0	20.0	0.0	0.0	0.0	20.0	
16400	546800	Employee Training & Education	0.3	5.0	0	2.0	0.0	0.0	0.0	2.0	
16400	546900	Advertising	0.7	0.0	0	0.5	0.0	0.0	0.0	0.5	
16400	547360	Insurance Premiums-non_payroll	0.7	0.5	0	0.8	0.0	0.0	0.0	0.8	
16400	547900	Miscellaneous Expense	0.7	1.5	0	1.0	0.0	0.0	0.0	1.0	
16400	548800	Automotive & Aircraft	68.8	0.0	0	0.0	0.0	0.0	0.0	0.0	
	400	Other	172.0	172.5	0	172.5	0.0	0.0	0.0	172.5	
TOTAL EXPENSE			2,336.2	2,388.1		2,600.2	0.0	0.0	0.0	2,600.2	

BU PCode
26000 P260

State of New Mexico
Contract by PCode Detail
(Dollars in Thousands)

----- FY 2028 Agency Request -----											
Fund	Account		#	Contract Purpose	Actuals	GF	OSF	ISF/IAT	FF	Total	Justification
16400	535300	Other Services	1000		5.0	13.6	0.0	0.0	0.0	13.6	
16400	535400	Audit Services	1000		15.5	16.4	0.0	0.0	0.0	16.4	
16400	535500	Attorney Services	1000		9.6	20.0	0.0	0.0	0.0	20.0	
TOTAL EXPENSE					30.1	50.0	0.0	0.0	0.0	50.0	

DFA Performance Based Budgeting Data System

Annual Performance Report

Agency: 26000 Tenth Judicial District Attorney

Program: P260 Tenth Judicial District Attorney

The purpose of the tenth judicial district attorney program is to provide litigation, special programs and administrative support for the enforcement of state laws as they pertain to the district attorney and to improve and ensure the protection, safety, welfare and health of the citizens within Quay, Harding and De Baca counties.

Performance Measures:		2025-26 Target	2025-26 Result	Met Target	Year End Result Narrative
Explanatory	Average time from filing of charges to final disposition for adults, in months	N/A	12	N/A	Target not met
Explanatory	Average time from filing of petition to final disposition for juveniles, in months	N/A	2	N/A	Target met
Explanatory	Number of pretrial detention motions made	N/A	14	N/A	Target met
Explanatory	Percent of pretrial detention motions granted	N/A	50%	N/A	Target met
Outcome	Number of cases prosecuted	600	849	Yes	Target not met
Output	Average attorney caseload	175	315	No	Target not met
Output	Average number of cases added to attorney caseloads	175	405	No	Target not met
Output	Number of cases in which defendant was referred into a pre-prosecution diversion program	5	5	Yes	Target met
Output	Number of cases referred for screening	600	810	Yes	Target not met

P260	Tenth Judicial District Attorney				
Purpose:	The purpose of the tenth judicial district attorney program is to provide litigation, special programs and administrative support for the enforcement of state laws as they pertain to the district attorney and to improve and ensure the protection, safety, welfare and health of the citizens within Quay, Harding and De Baca counties.				
Performance Measures:		2024-25 Actual	2025-26 Actual	2026-27 Budget	2027-28 Request
Output	Number of cases referred for screening	850	810	600	600
Output	Number of cases in which defendant was referred into a pre-prosecution diversion program	4	5	10	5
Output	Average number of cases added to attorney caseloads	425	405	250	175
Output	Average attorney caseload	350	315	200	175
Outcome	Number of cases prosecuted	799	849	600	600
Explanatory	Average time from filing of petition to final disposition for juveniles, in months	2	2	N/A	N/A
Explanatory	Average time from filing of charges to final disposition for adults, in months	5	12	N/A	N/A
Explanatory	Number of pretrial detention motions made	19	14	N/A	N/A
Explanatory	Percent of pretrial detention motions granted	84%	50%	N/A	N/A



Office of the Tenth Judicial District Attorney
Heidi Adams-District Attorney

The Strategic Plan of the
TENTH JUDICIAL
DISTRICT ATTORNEY'S OFFICE

FY 2028

The Strategic Plan of the
Tenth Judicial District Attorney-FY28

VISION:

The vision of the Tenth Judicial District Attorney's Office is to utilize authority granted by the State of New Mexico to its prosecutors to hold criminal offenders responsible for their criminal activity. By holding those who commit crimes in our State responsible, we provide a deterrent to future criminal activity as well as eliminate existing exposure to criminal activity which negatively affects our quality of life and the safety of our citizens.

MISSION:

The mission of the Tenth Judicial District Attorney's Office is to prosecute criminals within our District in a fair and expeditious manner and administer the responsibilities of the office in a manner that seeks justice for victims of crime and the community as a whole.

PHILOSOPHY:

The philosophy of the Tenth Judicial District Attorney's Office is to recognize and utilize the various skill sets of its staff to maneuver within the judicial system to provide community-based prosecution in the most effective and efficient manner possible. Further, we believe that close interaction with local law enforcement as well as community-based education is essential in promoting a safer community.

GOALS:

It is the goal of the Tenth Judicial District Attorney's Office to address the needs of our community and improve the efficiency and effectiveness of its prosecutions by obtaining the necessary funding to perform our required duties. Such funding requests would directly affect training for staff, community education, competitiveness in salaries, quality of equipment, and operational expenditures that affect our ability to be responsive to the needs of our district constituents as well as local law enforcement and the courts.

1. GOAL-Training of Staff

- A. Ensure each member of the staff has received essential training to accommodate a better understanding of their job functions and receive the necessary training to be able to perform their duties effectively and proficiently.
 - 1.1 Strategy: To request a budgetary allocation increase that would allow attorneys to obtain more specialized professional training in areas of prosecution that our District is lacking.
 - 1.2 Strategy: To request a budgetary allocation increase that would allow our Victim Advocacy employees to participate in specialized professional training.
 - 1.3 Strategy: To request a budgetary allocation increase that would allow our support staff to attend in person and computer-based training as well as on the job training with other District Attorneys' offices that would improve their ability to perform their duties.

2. GOAL-Community Education

A. To better educate citizens in addressing criminal behavior in their communities in order to limit the negative effect of criminal activity within the District.

1.1 Strategy: To obtain funding to allow presentations within the various school districts to educate our youth in the effects of drug use, sexual abuse, bullying and physical abuse and to reinforce the importance of education.

1.2 Strategy: To obtain funding to allow presentations to the elderly community to assist them through education in protecting themselves from scam activity and abuse.

3. GOAL- Competitiveness in Salaries

A. To become more competitive in the compensation of District employees to address turnover rates within the District and encourage a more stable and rewarding work experience.

1.1 Strategy: To obtain the necessary funding to be able to fill our vacant position (District Office Manager).

1.2 Strategy: To obtain the necessary funding to retain experienced attorneys in our remote locations in the state.

1.3 Strategy: To follow the findings from the HR Classification & Compensation Survey conducted at the request of the New Mexico Administrative Office of the District Attorneys which determined current district attorney prosecutor salaries are below the salaries of comparable State Personnel Office attorneys by an average of 21%. (See Attachments-Supporting Documentation).

4. GOAL-Quality of Equipment

A. To have equipment that meets today's technological standards and that is consistently operable and operational and reliable.

1.1 Strategy: To obtain funding to purchase at minimum, 5 computer systems to replace aged and unreliable systems currently being used due to a shortage of computer systems.

1.2 Strategy: To obtain funding to purchase investigative materials and equipment for the District Investigators to enhance their ability to supplement investigatory needs in criminal cases.

5. GOAL- Expansion Request for Program Specialist

A. To create and have funded a new position of Program Specialist to meet the increasing records requests and the upcoming Case Management Rule "CMR" being imposed by the New Mexico Supreme Court.

1.1 Strategy: To obtain funding for the creation of a new Program Specialist position.

1.2 Strategy: To obtain a FTE to be the custodian of IPRA requests and comply with the proposed statewide CMR.

ACTION PLAN:

- 1.1 To request adequate funding to address financial needs of the district in operational expenditures.
- 1.2 To request adequate funding to address the needs of technology in the District.
- 1.3 To request adequate funding to obtain specific needed training and certifications.
- 1.4 To request adequate funding to provide materials and education that is pertinent to our youth and constituency.
- 1.5 To request adequate funding for our expansion position Program Specialist.

TENTH JUDICIAL DISTRICT ATTORNEY

HEIDI ADAMS
DISTRICT ATTORNEY
QUAY, DE BACA, HARDING COUNTIES

CATEGORY	FY27 OPERATING BUDGET	FY28 GENERAL FUND REQUEST	% of change
200 PS&B	2,215,600	2,427,700	9.573%
300 CONTRACTUAL	40,000	50,000	25%
400 OTHER	172,500	172,500	0%
TOTAL	2,438,100	2,650,200	8.699%



DATE: August 14, 2025 (updated from 5/25)

TO: Mr. Rick Tedrow, Director
NM Administrative Office of the District Attorneys'

FROM: Jeff A. Varela, HR Classification & Compensation Consultant

RE: **Attorney Salary Range Survey May 2025**

As directed, the attached May 1, 2025, salary survey (Attorney series) is an abbreviated survey that is a "snapshot" comparison of NM District Attorneys' salary range midpoints to the midpoints of similar attorney jobs in the Administrative Office of the Courts (AOC), State Personnel Office/NM Department of Justice, Law Offices of the Public Defender (LOPD) and the US Department of Justice (USDOJ). In addition, the survey includes comparisons with regional District Attorney offices; Dallas-Ft. Worth, TX, Denver CO, and Salt Lake City, UT; taken from the 2022 National District Attorneys' Association salary survey report.

The attached spread sheet analysis reflects internal comparisons (AOC, SPO/NMDOJ LOPD, USDOJ), and a brief external comparison with regional metropolitan areas.

New Mexico District Attorney Personnel and Compensation Plan:

The NMDA's Personnel and Compensation Plan provides for a schedule consisting of (job) classifications or class titles, salary ranges and the minimum, midpoint and maximum rates of pay for all classes. The **salary range midpoints** reflect the targeted pay for each job classification, thereby determining **the basis for comparison to other salary range midpoints to determine competitiveness with comparator government employers**. Salary range midpoints are the basis for determining minimums (80% of midpoint), and maximums (125% of midpoint) of each salary range.

Summary:

The attached spreadsheet analysis reflects the NMDA's salary structure (ranges) for the Attorney classifications (most incumbent populated), is at or above competitiveness with the internal and external comparators surveyed. While there is a lag of 7% (May 2025) overall, and 13% for the Senior Trial Attorney range midpoint, from the SPO/NMDOJ; the standard in market competitiveness is to avoid more than a 10% lag from the comparator market. Since May 2025, the SPO/NMDOJ salary range midpoints have



increased, and now shows an average 21% lag (NMDAA v. SPO/NMDOJ). With the upcoming fiscal year (FY2026) salary structure (midpoints) adjustment of 4% we should gauge the market during FY2026 to stay under 10% lag of this comparator (SPO/NMDOJ). The cost analysis (spreadsheets for each district) for a 20% Attorney salary structure adjustment for FY2027 is included. In addition, we may want to do some internal analysis of employee-in-range salary progression (via a salary matrix) as we have done in the past.

Continued commitment to salary structure adjustments each fiscal year, and in-range salary movement for attorneys, provides attention to recruitment and retention concerns expressed by elected District Attorneys for their respective offices. Additional pay mechanisms such as **Geographical Differential Pay, Out-of-Cycle (performance based) pay adjustments and In-range salary hiring** for newly hired attorneys, are available for use during the fiscal year. Obviously, these mechanisms are budget dependent and are reviewed by AODA, and DFA for Personnel Plan compliance and budget availability.

Feel free to contact me should you have questions or need assistance.

NEW MEXICO DISTRICT ATTORNEY										
CLASSIFICATION HIERARCHY AND SALARY SCHEDULE										
FY2028										
	PAY		Based on 2080 HOURS				Based on 2080 HOURS			
CLASSIFICATION	RANGE		ANNUAL SALARY RANGES				HOURLY SALARY RANGES			
			MINIMUM	MID-RANGE	MAXIMUM		MINIMUM	MID-RANGE	MAXIMUM	
Chief Deputy District Attorney	NN		\$143,917	\$179,897	\$224,871		\$69.190988	\$86.488735	\$108.110919	
Deputy District Attorney	MM		\$130,245	\$162,806	\$203,508		\$62.617783	\$78.272229	\$97.840286	
Senior Trial Attorney	LL		\$117,878	\$147,348	\$184,185		\$56.672355	\$70.840444	\$88.550555	
Trial Attorney	KK		\$106,690	\$133,362	\$166,703		\$51.293159	\$64.116448	\$80.145561	
Assistant Trial Attorney	JJ		\$100,007	\$125,009	\$156,261		\$48.080413	\$60.100516	\$75.125645	
NEW MEXICO DISTRICT ATTORNEY										
CLASSIFICATION HIERARCHY AND SALARY SCHEDULE										
FY2028										
	PAY		Based on 2080 HOURS				Based on 2080 HOURS			
CLASSIFICATION	RANGE		ANNUAL SALARY RANGES				HOURLY SALARY RANGES			
			MINIMUM	MID-RANGE	MAXIMUM		MINIMUM	MID-RANGE	MAXIMUM	
AODA Director	P		\$127,038	\$158,797	\$198,496		\$61.075764	\$76.344705	\$95.430881	
District Office Manager	O		\$114,965	\$143,706	\$179,633		\$55.271711	\$69.089639	\$86.362049	
Special Program Director	M		\$94,144	\$117,680	\$147,100		\$45.261658	\$56.577073	\$70.721341	
AODA Chief Technology Officer	O		\$114,965	\$143,706	\$179,633		\$55.271711	\$69.089639	\$86.362049	
Chief Technical Officer	O		\$114,965	\$143,706	\$179,633		\$55.271711	\$69.089639	\$86.362049	
Information Technology Operations Manager	M		\$94,144	\$117,680	\$147,100		\$45.261658	\$56.577073	\$70.721341	
Information Technology Applications Developer Manager	M		\$94,144	\$117,680	\$147,100		\$45.261658	\$56.577073	\$70.721341	
Information Technology Network Specialist	L		\$85,200	\$106,500	\$133,126		\$40.961708	\$51.202135	\$64.002669	
Information Technology Business Analyst	L		\$85,200	\$106,500	\$133,126		\$40.961708	\$51.202135	\$64.002669	
Information Technology Applications Developer	L		\$85,200	\$106,500	\$133,126		\$40.961708	\$51.202135	\$64.002669	
Chief Security Officer	K		\$77,112	\$96,390	\$120,487		\$37.073056	\$46.341320	\$57.926650	
Information Technology Systems Administrator	I		\$58,544	\$73,180	\$91,474		\$28.145984	\$35.182480	\$43.978100	
Information Technology Assistant II	G		\$47,928	\$59,910	\$74,887		\$23.042129	\$28.802661	\$36.003326	
IT Assistant	F		\$43,397	\$54,247	\$67,808		\$20.864111	\$26.080138	\$32.600173	
Chief Financial Officer	N		\$104,041	\$130,051	\$162,564		\$50.019648	\$62.524560	\$78.155700	
Financial Manager	M		\$94,144	\$117,680	\$147,100		\$45.261658	\$56.577073	\$70.721341	
Financial Administrator	J		\$69,801	\$87,252	\$109,065		\$33.558313	\$41.947892	\$52.434865	
Financial Specialist	H		\$52,983	\$66,229	\$82,786		\$25.472536	\$31.840670	\$39.800838	
Financial Assistant	D		\$35,542	\$44,428	\$55,535		\$17.087632	\$21.359540	\$26.699424	
Human Resources Director	N		\$104,041	\$130,051	\$162,564		\$50.019648	\$62.524560	\$78.155700	
Human Resources Manager	M		\$94,144	\$117,680	\$147,100		\$45.261658	\$56.577073	\$70.721341	
Human Resources Administrator	L		\$85,200	\$106,500	\$133,126		\$40.961708	\$51.202135	\$64.002669	

Human Resources Specialist	J		\$69,801	\$87,252	\$109,065	\$33.558313	\$41.947892	\$52.434865		
Human Resources Assistant	E		\$39,275	\$49,094	\$61,368	\$18.882394	\$23.602992	\$29.503740		
Program Administrator	J		\$69,801	\$87,252	\$109,065	\$33.558313	\$41.947892	\$52.434865		
Program Specialist	H		\$52,983	\$66,229	\$82,786	\$25.472536	\$31.840670	\$39.800838		
Program Assistant	D		\$35,542	\$44,428	\$55,535	\$17.087632	\$21.359540	\$26.699424		
Law Clerk	H		\$52,983	\$66,229	\$82,786	\$25.472536	\$31.840670	\$39.800838		
Prosecution Specialist	I		\$58,544	\$73,180	\$91,474	\$28.145984	\$35.182480	\$43.978100		
Special Operations Investigator	M		\$94,144	\$117,680	\$147,100	\$45.261658	\$56.577073	\$70.721341		
Lead Investigator	L		\$85,200	\$106,500	\$133,126	\$40.961708	\$51.202135	\$64.002669		
Senior Investigator	J		\$69,801	\$87,252	\$109,065	\$33.558313	\$41.947892	\$52.434865		
Investigator	G		\$47,928	\$59,910	\$74,887	\$23.042129	\$28.802661	\$36.003326		
Victim-Witness Administrator	L		\$85,200	\$106,500	\$133,126	\$40.961708	\$51.202135	\$64.002669		
Victim-Witness Coordinator	J		\$69,801	\$87,252	\$109,065	\$33.558313	\$41.947892	\$52.434865		
Victim-Witness Specialist	I		\$58,544	\$73,180	\$91,474	\$28.145984	\$35.182480	\$43.978100		
Victim-Witness Assistant	H		\$52,983	\$66,229	\$82,786	\$25.472536	\$31.840670	\$39.800838		
Prosecution Assistant Superviisor	H		\$52,983	\$66,229	\$82,786	\$25.472536	\$31.840670	\$39.800838		
Prosecution Senior Assistant	G		\$47,928	\$59,910	\$74,887	\$23.042129	\$28.802661	\$36.003326		
Prosecution Assistant II	E		\$39,275	\$49,094	\$61,368	\$18.882394	\$23.602992	\$29.503740		
Prosecution Assistant I	D		\$35,542	\$44,428	\$55,535	\$17.087632	\$21.359540	\$26.699424		
Clerk Specialist	C		\$32,159	\$40,199	\$50,249	\$15.461128	\$19.326411	\$24.158013		
Intern Clerk	B		\$29,107	\$36,383	\$45,479	\$13.993536	\$17.491920	\$21.864900		

Attorney



Job Code
LLLA45

Job Family
Legal & Compliance

Subfamily
Legal Services

Series Information

Job Code	Job Title	Level	Pay Band
LLLA45	Attorney	P3 – Senior	11
LCLA25	Lead Attorney	P4 – Lead / Specialist	12
LLLS45	Supervisor, Attorney	M1 – Supervisor	12
LCAX40	Manager, Attorney	M2 – Manager	13
LCAX45	Senior Manager, Attorney	M3 – Senior Manager	14
LLLX45	Executive Manager, Attorney	M4 – Executive Manager	15

General Summary

Attorneys represent agencies in criminal and civil litigation and other legal proceedings, draw up legal documents, and manage or advise clients on legal transactions. They may specialize in a single area or may practice broadly in many areas of law.

Job Information

Distinguishing Characteristics

Classification	Distinguishing Characteristics
Attorney	The Attorney classification represents agencies and clients in matters of legal expertise. Applies a broad knowledge of the law and an understanding of agency programs to achieve specific objectives.
Lead Attorney	Applies a broad knowledge of the law and an understanding of agency programs to

achieve specific objectives. This level performs advanced level duties and responsibilities. Work requires the development and adoption of non-standard procedures and has significant impact. Work is performed with little or no supervision or under limited direction.

Supervisor, Attorney	The Attorney Supervisor devotes a substantial portion of time assigning and directly supervising work of at least two (2) full-time equivalent employees and serves as both advocate and adviser. As advocates, they speak for their clients in court by presenting supportive evidence.
Manager, Attorney	Mid-level management position responsible for directing, coordinating, and managing services, provides oversight to supervisory personnel.
Senior Manager, Attorney	The Senior Level management position that is responsible for high-level duties including administration of managers overseeing multiple functions or programs.
Executive Manager, Attorney	The Executive Manager, Attorney is differentiated from the Attorney level by the complexity and sensitivity of legal matters within its sphere of influence. This level provides the senior level legal direction, advice, and guidance in the application and interpretation of statutes, rules, and regulations pertaining to state agency programs and legal procedures and proceedings. The Executive Manager, Attorney assumes a more strategic role, specializing in the more intricate and challenging work. The focus includes crafting complex legal strategies, advising on mergers and acquisitions, and overseeing high-stakes litigation.

Recommended Qualifications for Full Performance

Classification	Recommended Qualifications for Full Performance
Attorney	Juris Doctorate degree from an accredited school of law and seven (7) years of experience in the practice of law.
Lead Attorney	Juris Doctorate degree from an accredited school of law and nine (9) years of experience in the practice of law.
Supervisor, Attorney	Juris Doctorate degree from an accredited school of law and nine (9) years of experience in the practice of law, to include two (2) years of supervisory experience.
Manager, Attorney	Juris Doctorate degree from an accredited school of law and nine (9) years of experience in the practice of law, to include three (3) years of supervisory experience.
Senior Manager, Attorney	Juris Doctorate degree from an accredited school of law and nine (9) years of experience in the practice of law, to include four (4) years of supervisory experience.
Executive Manager, Attorney	Juris Doctorate degree from an accredited school of law and ten (10) years of experience in the practice of law, to include five (5) years of supervisory experience.

Minimum Qualifications

Classification	Minimum Qualifications
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Attorney	Juris Doctorate degree from an accredited school of law. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .
Lead Attorney	Juris Doctorate degree from an accredited school of law and two (2) years of experience in the practice of law. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .
Supervisor, Attorney	Juris Doctorate degree from an accredited school of law and five (5) years of experience in the practice of law, to include one (1) year of supervisory experience. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .
Manager, Attorney	Juris Doctorate degree from an accredited school of law and five (5) years of experience in the practice of law, to include two (2) years of supervisory experience. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .
Senior Manager, Attorney	Juris Doctorate degree from an accredited school of law and five (5) years of experience in the practice of law, to include three (3) years of supervisory experience. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .
Executive Manager, Attorney	Juris Doctorate degree from an accredited school of law and six (6) years of experience in the practice of law, to include four (4) years of supervisory experience. Must be licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit http://nmexam.org/limited-license/ .

Essential Duties and Responsibilities

Classification	Essential Duties and Responsibilities
Attorney	• Drafts, reviews, and evaluates legal documents, pleadings, regulations, policies, legislation, and legal precedents to determine the impact on the agency or client. • Represents and/or advises the agency or client in administrative proceedings and trial courts and may assist in appellate proceedings and negotiate routine settlements. • Conducts discovery and interviews witnesses, researches, and analyzes a variety of issues, and proposes strategy on specific matters. • Integrates policies and legal positions across a broad range of issues and cases, represents agencies and clients, negotiates settlements, and negotiates contracts. • Determines strategy on specific matters, drafts, evaluates, and reviews pleadings and appellate briefs, opinions, correspondence, proposed legislation and

regulations, coordinates and conducts discovery, and interviews witnesses and assists in developing broad legal strategies.

- Interacts extensively with private entities and all levels of government including legislators and assists in developing and implementing strategic plans in accordance with agency mission.
- Develops innovative strategies to deal with novel and developing legal issues affecting agency activities.
- Negotiates settlements and integrates agency policies and legal positions with those of other state agencies to accomplish the State's overall policies and goals.
- May conduct administrative hearings addressing constitutional, statutory, and regulatory requirements and writes recommendations or final decisions determining the relevant facts and applying relevant laws and regulations.
- Regularly advises senior management and executives on legal issues involving agency programs, budgets, and legislation and participates in management teams to develop and implement strategic plan to meet the agency mission.
- Directs a comprehensive single or dual-subject legal research program, reviews and approves contractual and other legal documents and instruments, and represents the agency in administrative hearings, district court, appellate court, and the Supreme Court.
- Provides direction on such matters as trial procedures, appellate procedures, Workers' Compensation claims, labor compliance matters, and document approval.
- Consults with agency staff on the interpretation of court opinions and statutes, the application of rules and regulations, and related matters where the most serious legal issues are involved.
- Determines further appeal of contested cases and makes recommendations.
- Independently conducts research and applies that research to advise internal clients.

Lead Attorney

- Writes, reviews, and advises on legal contracts and agreements.
- Represents the organization in legal matters.
- Researches and analyzes laws and regulations for clients.
- Represents clients in court when needed.
- Gathers evidence to formulate defense or to initiate legal actions.
- Advises senior management and executives on legal issues involving agency programs, budgets, and legislation.
- Participates in management teams to develop and implement strategic plan to meet the agency mission.
- Has direct personal contact with persons in agencies served by the office, advising them regarding interpretation and application of laws, rules, and regulations.
- Meets with and prepares topics for policy determining meetings.

**Supervisor,
Attorney**

- Devotes a substantial portion of time assigning and directly supervising work of at least two (2) permanent/full-time employees. Acts upon leave requests, conducts annual performance evaluations, and recommends disciplinary actions.
- Conducts training of personnel; may interview and recommend selection of applicants.
- Directs a comprehensive single or dual-subject legal research program, reviews and approves the most complex contractual and other legal documents and instruments, and represents the agency in administrative hearings, district court, appellate court, and the Supreme Court.
- Provides direction to other attorneys on all matters relevant to their representation of the agency.
- Consults with agency staff on the interpretation of court opinions and statutes, the

application of rules and regulations and related matters where the most serious legal issues are involved.

- Determines further appeal of contested cases and makes recommendations to Senior Manager, Attorney or Executive Manager, Attorney concerning final clearance.

**Manager,
Attorney**

- Participates in the establishment and maintenance of procedures.
- Provides oversight to attorney supervisory personnel.
- Deals with challenges requiring the search for solutions that are typically found through experience or research into solutions to similar problems.
- Determines financial, employment, and related resources needed to carry out assigned objectives.

**Senior Manager,
Attorney**

- Provides support to the Executive Manager and top executives.
- Assists Executive Manager in development and implementation of policies, goals, and finances.
- Assumes the role and duties of the Executive Manager as needed.
- Provides administration to attorney management personnel.

**Executive
Manager,
Attorney**

- Oversees the preparation of litigation on the most complex/sensitive cases; reviews case documentation, determines legal position and strategy; initiates legal documentation, conducts interviews, obtains and organizes evidence, and prepares witnesses to testify.
- Regularly advises senior management and executives on the most complex and difficult legal and management issues involving agency programs, budgets, and legislation and participates on management teams to develop and implement strategic plan to meet the agency mission.
- Conducts or leads negotiations and mediations, including alternative dispute resolutions, and/or arbitration of the most complex and sensitive cases and legal issues with judicial officials, federal/state agencies, opposing counsel, and other parties to reach agreements or settlements thereby resolving major civil cases or administrative proceedings.
- Directs or performs complex legal research and analysis of law, legal precedents, and issues for complex cases, appeals, lawsuits, interstate issues, water rights, or another specific area of law as an expert.
- Studies and analyzes changes in laws and court decisions in their area of expertise to determine, anticipate, evaluate, and assess agency/client impact. Provides subordinate staff with training related to their study and analysis.
- Directs the drafting, review, and preparation of the most critical proposed legislation, reports, legal documents, and correspondence for an agency or client in their assigned area of expertise.
- Represents, or directs the representation of, the state or client in federal and state court and administrative hearings in litigation of the most complex and sensitive cases requiring expert knowledge in a specific body of law.
- Responsible for succession planning over assigned programs to create consistency from current to new management. Ensures that the agency is prepared to effectively manage administrative functions prescribed in statute and corresponding rule.

Essential Duties and Responsibilities are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of duties. Classification description subject to change. Please refer to SPO website (www.spo.state.nm.us) to ensure this represents the most current copy of the position.

Supervisory Requirements

Any position within the Management career track must supervise at least two (2), or any combination of full-time equivalent (FTE) status that equals at least two (2), regular or term status employees in non-temporary positions.

Statutory Requirements

Statutory requirements for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted. It is the hiring Agencies responsibility to ensure the appropriate licenses/certifications are obtained for each position. Licensed as an attorney by the Supreme Court of New Mexico or qualified to apply for limited practice license (Rules 15-301.1 and 15-301.2 NMRA). For more information on limited practice licenses, please visit <http://nmexam.org/limited-license/>

Conditions of Employment

Conditions of employment for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted. All Attorney classifications must be and remain licensed as an attorney, in good standing, by the Supreme Court of New Mexico, or licensed as an attorney and in good standing by the highest court of another state and eligible pursuant to the limited license provisions (See Rules 15-301.1 and 15-301.2 NMRA).

Working Conditions

Working Conditions for individual positions in this classification will vary based on each agency's utilization, essential functions and the recruitment needs at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

FLSA

Agencies are responsible for the evaluation of each employee's position and duties in order to determine their overtime status as set forth under the Fair Labor Standards Act. As described FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Lubbock County DA warns of public safety risk amid budget stalemate

DA says flat funding has driven off a fifth of her attorney workforce

By [Brittany Crittenden](#)

Published: Jul. 23, 2026 at 9:47 PM MDT

LUBBOCK, Texas (KCBD) - Lubbock County's top prosecutor says flat funding is pushing attorneys out the door and putting public safety at risk.

District Attorney Sunshine Stanek says her office is currently down 10 prosecutors — a fifth of her attorney workforce. She said in her 26 years with the office, she has never seen it in its current state.

While she feared it may fall on deaf ears, she urged commissioners to increase funding so she could give her employees eight percent raises at an initial budget hearing in June.

"If we keep having years like last year, where we don't give them anything, we are setting this office and public safety and this community up for failure," Stanek said.

Attorneys leaving for higher pay

Stanek said of the 12 attorneys who left over the past year, 10 departed for higher-paying jobs and two left the workforce entirely. She said those departures included both new attorneys and two who had been practicing for more than a decade.

"To know the reason why someone's leaving your office is not only very personal to me, but it's something that we could actually do something about," Stanek said. "It's not like they're complaining about the environment or the work or things like that. It's something that you could actually change if people would get on board with that."

She told commissioners her top priorities are retaining experienced attorneys and recruiting new ones. She said entry-level attorneys could immediately earn \$23,000 more by taking a job in Canyon, roughly 90 miles away.

Salaries stagnant since last correction

Chief Administrator and Prosecutor Edward Wharff said commissioners brought salaries up to a competitive rate three years ago but pay has not moved since.

"We have just slowly lost folks again and we're at another point where it's going to have to take quite a big correction to set us right," Wharff said.

Last year, county departments were asked to cut their budgets by 10 percent, and county employees did not receive raises or cost-of-living adjustments. Stanek said she declined a \$5,000 raise to her county stipend that commissioners offered to some elected officials because her staff received nothing.

State grant funds out of reach

Stanek said she is also still requesting the three additional positions she sought last year and warned that inaction will have consequences.

“We can’t remain stagnant. We are a growing community and in order to keep up with that growth, which is great by the way, it’s great, but we have to keep up with the growth in this county or public safety is going to fall behind.”

A recent state law provides grants to supplement salaries for rural law enforcement and district attorney’s offices. Lubbock County falls at the cutoff threshold and is considered too large to receive those funds.

“I fear what this office will look like if they do not do anything this year,” Stanek said. “I fear what the sheriff’s office will become if they do not do anything for them this year. I mean, I can’t use this word enough. This is alarming.”

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<https://www.kcbd.com/2026/07/24/lubbock-county-da-warns-public-safety-risk-amid-budget-stalemate/>

An Act

SENATE BILL 24-013

BY SENATOR(S) Gardner and Hinrichsen, Bridges, Buckner, Cutter, Fields, Gonzales, Hansen, Kirkmeyer, Liston, Lundeen, Michaelson Jenet, Priola, Rich, Simpson, Will, Winter F., Zenzinger;
also REPRESENTATIVE(S) McLachlan and Catlin, Amabile, Bird, Boesenecker, Bradley, Brown, Clifford, Daugherty, Duran, Jodeh, Kipp, Lieder, Lindsay, Lindstedt, Lukens, Lynch, Marshall, Martinez, Mauro, McCormick, Pugliese, Snyder, Story, Taggart, Titone, Velasco, Wilson, Winter T., McCluskie.

CONCERNING THE COMPENSATION OF ATTORNEYS WORKING IN THE OFFICE
OF A DISTRICT ATTORNEY.

Be it enacted by the General Assembly of the State of Colorado:

SECTION 1. In Colorado Revised Statutes, **amend** 20-1-203 as follows:

20-1-203. Compensation of deputy, chief deputy, and assistant district attorneys. (1) Compensation for all deputy, chief deputy, AND part-time deputy assistant, ~~and part-time assistant~~ district attorneys shall be fixed by the district attorney with the approval of the board of county commissioners or boards of county commissioners of multicounty districts

Capital letters or bold & italic numbers indicate new material added to existing law; dashes through words or numbers indicate deletions from existing law and such material is not part of the act.

or the city council of a city and county affected, and each county comprising ~~such~~ THE judicial district shall pay such deputies' AND chief ~~deputies;~~ ~~assistants, and part-time assistants~~ DEPUTIES' salaries in the proportion which the population of such county bears to the whole population of such judicial district.

(1.5) EXCEPT AS PROVIDED IN SUBSECTION (2) OF THIS SECTION, AND SECTION 20-1-306 (2), THE DISTRICT ATTORNEY, WITH THE APPROVAL OF THE BOARD OR BOARDS OF COUNTY COMMISSIONERS OF THE COUNTY OR COUNTIES COMPRISING THE JUDICIAL DISTRICT OR THE CITY COUNCIL OF A CITY AND COUNTY AFFECTED, SHALL SET THE COMPENSATION OF ALL ASSISTANT AND PART-TIME ASSISTANT DISTRICT ATTORNEYS, AND EACH COUNTY COMPRISING THE JUDICIAL DISTRICT SHALL PAY THE SALARIES IN PROPORTION TO THE POPULATION OF THE COUNTY TO THE WHOLE POPULATION OF THE JUDICIAL DISTRICT.

(2) (a) EFFECTIVE JULY 1, 2026, AND FOR EACH YEAR THEREAFTER, AN ASSISTANT DISTRICT ATTORNEY IN EVERY JUDICIAL DISTRICT MUST RECEIVE COMPENSATION FOR THEIR SERVICES IN AN ANNUAL AMOUNT THAT IS NOT LESS THAN THE COMPENSATION EARNED BY A FULL-TIME COUNTY COURT JUDGE WITHIN THIS STATE.

(b) A DISTRICT ATTORNEY MAY SET COMPENSATION FOR AN ASSISTANT OR PART-TIME ASSISTANT DISTRICT ATTORNEY IN EXCESS OF THE MINIMUM COMPENSATION SET FORTH IN SUBSECTION (2)(a) OF THIS SECTION.

SECTION 2. In Colorado Revised Statutes, 20-1-205, **amend** (3) as follows:

20-1-205. Assistant district attorneys - repeal. (3) (a) The salaries authorized by subsection (1) of this section shall be paid monthly and shall be paid by the counties comprising such judicial district out of the ordinary revenues of such counties. Every county shall pay in proportion as the population of such county bears to the whole population of such judicial district, according to the latest federal census.

(b) THIS SUBSECTION (3) IS REPEALED, EFFECTIVE JULY 1, 2026.

SECTION 3. In Colorado Revised Statutes, 20-1-301, **repeal** (1)(c); and **add** (1)(a)(VI) as follows:

20-1-301. Compensation of district attorneys.

(1) (a) (VI) EFFECTIVE JULY 1, 2026, AND EVERY JULY 1 THEREAFTER, THE DISTRICT ATTORNEY IN EVERY JUDICIAL DISTRICT MUST RECEIVE COMPENSATION FOR THEIR SERVICES IN AN ANNUAL AMOUNT THAT IS NOT LESS THAN THE COMPENSATION EARNED BY A FULL-TIME DISTRICT COURT JUDGE WITHIN THE STATE OF COLORADO AT THE TIME THE FOUR-YEAR DISTRICT ATTORNEY TERM BEGINS.

~~(c) During the regular legislative session commencing January 2012, and every fourth legislative session thereafter, the judiciary committees of the house of representatives and the senate, or any successor committees, shall review the compensation of elected district attorneys and make recommendations, if appropriate, to the general assembly regarding the compensation of elected district attorneys.~~

SECTION 4. In Colorado Revised Statutes, amend 20-1-306 as follows:

20-1-306. Compensation paid from state and county funds.

(1) The ~~salaries~~ COMPENSATION of district attorneys ~~of the several~~ IN EVERY judicial ~~districts~~ DISTRICT of the state as set forth in section 20-1-301 (1)(a) ~~shall~~ MUST be paid in twelve equal monthly installments of which the state shall contribute eighty percent OF THE MINIMUM AMOUNT REQUIRED BY SECTION 20-1-301 (1)(a) annually and THE COUNTY OR the counties ~~making up each~~ COMPRISING THE JUDICIAL district SHALL CONTRIBUTE the balance, WITH each county's payment to be in the same proportion as provided in section 20-1-302.

(2) EFFECTIVE JULY 1, 2026, THE SALARIES OF ASSISTANT DISTRICT ATTORNEYS IN EVERY JUDICIAL DISTRICT OF THE STATE AS SET FORTH IN SECTION 20-1-203 MUST BE PAID IN TWELVE EQUAL MONTHLY INSTALLMENTS OF WHICH THE STATE SHALL CONTRIBUTE FIFTY PERCENT OF THE MINIMUM AMOUNT REQUIRED BY SECTION 20-1-203 (2) ANNUALLY AND THE COUNTY OR COUNTIES COMPRISING THE JUDICIAL DISTRICT SHALL CONTRIBUTE THE BALANCE, WITH EACH COUNTY'S PAYMENT TO BE IN THE SAME PROPORTION AS PROVIDED IN SECTION 20-1-302.

SECTION 5. Act subject to petition - effective date. This act takes effect at 12:01 a.m. on the day following the expiration of the ninety-day period after final adjournment of the general assembly; except

that, if a referendum petition is filed pursuant to section 1 (3) of article V of the state constitution against this act or an item, section, or part of this act within such period, then the act, item, section, or part will not take effect unless approved by the people at the general election to be held in November 2024 and, in such case, will take effect on the date of the official declaration of the vote thereon by the governor.



Steve Fenberg
PRESIDENT OF
THE SENATE



Julie McCluskie
SPEAKER OF THE HOUSE
OF REPRESENTATIVES

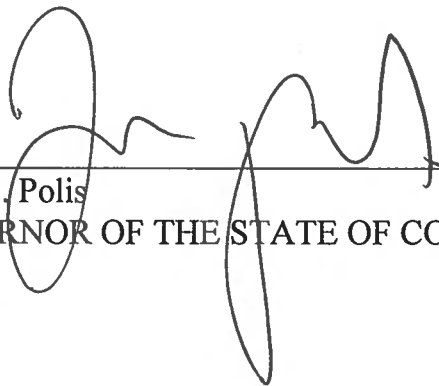


Cindi L. Markwell
SECRETARY OF
THE SENATE



Robin Jones
CHIEF CLERK OF THE HOUSE
OF REPRESENTATIVES

APPROVED Wednesday Jan 5th 2024 at 2:00pm
(Date and Time)



Jared S. Polis
GOVERNOR OF THE STATE OF COLORADO

FY28 Appropriation Request Checklist

Agency Name: Tenth Judicial District Attorney

Business Unit: 26000

Reports to Include in PDF Submission

Form #	Title	
☒	Cvr Ltr	Cover Letter <i>Agency Level</i>
☒	S-1	Certification <i>Agency Level</i>
☒	S-2	Organizational Chart <i>Agency/Program Level</i>
☒	S-8	Financial Summary (BFM) <i>Agency/Program Level</i>
☒	GF	General Fund Budget Change Log <i>Agency/Program Level</i>
☒	S-9	Account Code Revenue / Expenditure Report <i>Agency/Program Level</i>
☐	S-10	Fund Balance Projection <i>Fund Level</i>
☒	S-13	Detail of Rate Line Items (see instructions) <i>Agency Level</i>
☒	P-1	Program Narrative <i>Program Level</i>
☐	R-2	Transfer Report <i>Agency Level</i>
☒	REV/EXP	Revenue-Expenditure Comparison Report <i>Agency/Program Level</i>
☐	FFRW	Detail of Federal Funds Revenue Worksheet <i>Agency/Program Level</i>
☒	EB-1	Expansion Justifications <i>Program Level</i>
☒	EB-2	Expansion Fiscal Summary <i>Program Level</i>
☒	EB-3	Expansion Line Item Detail <i>Program Level</i>
☒	LFR	Legislating for Results Expansion Tool <i>Program Level</i>
☒	E4	Pcode Detail <i>Program Level</i>
☒	E5	Contract by Pcode <i>Program Level</i>
☐	SAR	Special Appropriation Request Report <i>Agency Level</i>
☒	APR	Annual Performance Report <i>Program Level</i>
☒	Table 2	Table 2 Performance Measure Summary <i>Program Level</i>
☒	SP	Strategic Plan <i>Agency Level</i>
☐	ITP	Information Technology Plan <i>Agency Level</i>
☐	C-1	Base Operating Budget <i>Agency Level</i>
☐	C-2	IT Request Plan <i>Agency Level</i>
☐	Perf Audit	Update to LFC Performance Audits (within last 2 years) <i>Agency Level</i>

☐	Agency Attachments- Supporting Documentation
☒	Percentage Change between FY27 & FY28
☒	Memo Attorney Salary (Consultant)
☒	Proposed NMDA Salary Schedule FY28- 33% & Range Change
☒	Comparison with SPO and DA Salaries
☒	Lubbock County Attachment
☒	Senate Bill 24-013
☐	

Documents to Attach in BFM (PDF Optional)

Where to Attach

☐	Board Cert	Board or Commission Budget Certification	Form 9900
☐	E-6B	Leased Passenger-Related Vehicles	Form 3300/4300