

Second Regular Session  
Seventy-fifth General Assembly  
STATE OF COLORADO

DRAFT  
5/5/26

DRAFT

LLS NO. 26-1027.01 Richard Sweetman x4333

HOUSE BILL

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HOUSE SPONSORSHIP

McCluskie and Sirota,

SENATE SPONSORSHIP

(None),

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**BILL TOPIC:** Exempt State from Local Min Wage Law

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A BILL FOR AN ACT

101 CONCERNING THE MINIMUM WAGE FOR STATE EMPLOYEES.

**Bill Summary**

*(Note: This summary applies to this bill as introduced and does not reflect any amendments that may be subsequently adopted. If this bill passes third reading in the house of introduction, a bill summary that applies to the reengrossed version of this bill will be available at <http://leg.colorado.gov>.)*

Existing law authorizes the general assembly to set compensation levels for employees of the state. Accordingly, the bill clarifies that, for the purposes of laws concerning local minimum wages, the term "employer" means a corporation, a proprietorship, a partnership, a joint venture, a limited liability company, a trust, an association, a political subdivision of the state, an individual, or any other entity that employs an employee. However, "employer" does not include the state of Colorado.

*Capital letters or bold & italic numbers indicate new material to be added to existing law.  
Dashes through the words indicate deletions from existing law.*

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

2 **SECTION 1.** In Colorado Revised Statutes, 8-6-101, **amend** (4)  
3 as follows:

4 **8-6-101. Legislative declaration - minimum wage of workers**  
5 **- authority of a local government to enact minimum wage laws - tip**  
6 **offsets - enforcement - report - severability - definitions.**

7 (4) ~~For purposes of AS USED~~ IN this section, UNLESS THE CONTEXT  
8 OTHERWISE REQUIRES:

9 (a) (I) "EMPLOYER" MEANS A CORPORATION, A PROPRIETORSHIP,  
10 A PARTNERSHIP, A JOINT VENTURE, A LIMITED LIABILITY COMPANY, A  
11 TRUST, AN ASSOCIATION, A POLITICAL SUBDIVISION OF THE STATE, AN  
12 INDIVIDUAL, OR ANY OTHER ENTITY THAT EMPLOYS AN EMPLOYEE.

13 (II) "EMPLOYER" DOES NOT INCLUDE THE STATE OF COLORADO,  
14 IN ACCORDANCE WITH SECTION 24-50-104 (4)(d)(I).

15 (b) "Local government" means a:

16 ~~(a)~~ (I) City;

17 ~~(b)~~ (II) Home rule city;

18 ~~(c)~~ (III) Town;

19 ~~(d)~~ (IV) Territorial charter city;

20 ~~(e)~~ (V) City and county;

21 ~~(f)~~ (VI) County; or

22 ~~(g)~~ (VII) Home rule county.

23 (c) "POLITICAL SUBDIVISION OF THE STATE" MEANS:

24 (I) A COUNTY, CITY AND COUNTY, CITY, TOWN, SERVICE  
25 AUTHORITY, SPECIAL DISTRICT, AND ANY OTHER MUNICIPAL OR  
26 QUASI-MUNICIPAL AUTHORITY; AND

1           (II) A PUBLIC CORPORATION, AS DEFINED IN SECTION 7-49.5-103  
2           (6); EXCEPT THAT FOR THE PURPOSES OF THIS SUBSECTION (4)(c), A PUBLIC  
3           CORPORATION DOES NOT INCLUDE THE STATE OF COLORADO.

4           **SECTION 2. Safety clause.** The general assembly finds,  
5           determines, and declares that this act is necessary for the immediate  
6           preservation of the public peace, health, or safety or for appropriations for  
7           the support and maintenance of the departments of the state and state  
8           institutions.