



Translate



COLORADO
Department of
Labor and Employment

Home

Jobs & Training

Employers

Unemployment

Labor Laws

Workers' Compensation

Labor Statistics

[Labor Laws](#) > [Wage and Hour Laws](#) >
Minimum Wage



Labor Laws

Proposed Rules

Wage & Hour Laws



Final Pay

Minimum Wage



Inflation Adjustment
Process

Wage Order Archive

Breaks

Overtime	▶
Vacation	
Deductions from Wages	
Tipped Employees	
Paydays, Periods, & Statements	
Termination	▶
Bounced Checks & Fees	
Compensatory (Comp) Time	
Bonuses / Commissions	
Piece Rate	
Show-up Time Pay	
Methods of Payment	
Uniforms	
Bankruptcy / Insolvency	
Leave	▶
Holiday, Severance, & Sick Pay	
Prevailing Wages	
Employment Eligibility Laws	▶
Workplace Conditions	▶

Labor Relations / Unions

Youth Law

Laws, Regulations, &
Guidance

Complaint Forms

Wage Claim Appeal FAQs

Contact Us

Espanol

Minimum Wage

[Advisory Bulletins](#)

2016 Colorado State Minimum
Wage

**Effective January 1,
2016 Minimum Wage: \$8.31**

**Tipped Employee Minimum
Wage: \$5.29**

2015 Colorado State Minimum
Wage

January 1, 2015 - December
31, 2015: Minimum Wage:
\$8.23

Tipped Employee Minimum Wage: \$5.21

The Division of Labor has adopted [Colorado Minimum Wage Order Number 32](#) effective January 1, 2016 through December 31, 2016, to reflect the state minimum wage of \$8.31 per hour. No more than \$3.02 per hour in tip income may be used to offset the minimum wage of tipped employees.

Article XVIII, Section 15, of the Colorado Constitution requires the Colorado minimum wage to be [adjusted annually for inflation](#), as measured by the Consumer Price Index used for Colorado.

Pursuant to the inflation adjustment requirement of Article XVIII, Section 15, of the Colorado Constitution, if either of the following two situations applies to an

employee, then the employee is entitled to the \$8.31 state minimum wage or the \$5.29 state tipped employee minimum wage, effective January 1, 2016:

1. The employee is covered by the minimum wage provisions of Colorado Minimum Wage Order Number 32.
2. The employee is covered by the minimum wage provisions of the Fair Labor Standards Act.

Employers covered by the Wage Order are required to post the Colorado Minimum Wage Order Poster (below).

[Colorado Minimum Wage Order 32 Fact Sheet](#)

[Colorado Minimum Wage Fact Sheet](#)

[Colorado Minimum Wage Order 32 Poster](#)

[Decreto de Sueldos Mínimos de](#)

[Colorado Número 32](#) (Colorado Minimum Wage Order 32)

[Afiche del Decreto de Sueldos Mínimos de Colorado Número](#)

[32](#) (Colorado Minimum Wage Order 32 Poster)

[Hoja Informativa del Decreto de Sueldos Mínimos de](#)

[Colorado Número 32](#) (Colorado Minimum Wage Order 32 Fact Sheet)

Colorado State Minimum Wage vs Federal Minimum Wage

Minimum Wage

If an employee is covered by federal and Colorado state minimum wage laws, then the employer must pay the higher minimum wage. Federal minimum wage is currently \$7.25 per hour, which is lower than the 2016 Colorado state minimum wage of \$8.31.

Therefore, based upon current information, covered employers in Colorado will have to pay their employees

the higher value of \$8.31 per hour under Colorado law beginning January 1, 2016.

Tipped Minimum Wage

If an employee is covered by federal and Colorado state minimum wage laws, then the employer must pay the higher minimum wage for tipped employees. Federal tipped minimum wage is currently \$2.13 per hour, which is lower than the 2016 Colorado tipped minimum wage of \$5.29 per hour. Therefore, based upon current information, covered employers in Colorado will have to pay their tipped employees the higher value of \$5.29 per hour under Colorado law beginning January 1, 2016.

If an employee's tips combined with the employer's cash wage of at least \$5.29 per hour do not equal the minimum hourly wage, the employer must make up the

difference in cash wages.

EFFECTIVE DATE	MINIMUM WAGE	TIPPED EMPLOYEE MINIMUM WAGE
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January 1, 2016	\$8.31	\$5.29
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January 1, 2015	\$8.23	\$5.21
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January 1, 2014	\$8.00	\$4.98
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January 1, 2013	\$7.78	\$4.76
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January 1, 2012	\$7.64	\$4.62
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January 1, 2011	\$7.36	\$4.34
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January 1, 2010	\$7.24	\$4.22
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January 1, 2009	\$7.28	\$4.26
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January 1, 2008	\$7.02	\$4.26
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January 1, 2007	\$6.85	\$3.83
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August 8, 1998	\$5.15	\$2.13
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References

[Colorado Minimum Wage Order Number 32](#)(effective 1/1/16)

[Colorado Constitution, Article XVIII, Section 15](#)

[Fair Labor Standards Act](#)

[United States Bureau of Labor Statistics](#) (BLS)

[BLS Press Release of August 19, 2015](#)

Federal Resources

[Federal Minimum Wage](#)

[Federal Minimum Wage Poster](#)

[U.S. Department of Labor](#)

[Wage and Hour Division](#)

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