

HOUSE COMMITTEE OF REFERENCE AMENDMENT

Committee on Finance.

HB25-1208 be amended as follows:

1 Amend printed bill, page 2, line 6, strike "**definition.**" and substitute  
2 "**definitions.**".

3 Page 3 of the bill, strike line 27.

4 Strike page 4.

5 Page 5, strike lines 1 through 5 and substitute:

6 "(3.5) (a) (I) EXCEPT AS DESCRIBED IN SUBSECTION (3.5)(a)(II) OF  
7 THIS SECTION, ON AND AFTER JANUARY 1, 2026, IF A LOCAL GOVERNMENT  
8 HAS ENACTED A CODE OR ORDINANCE THAT IMPOSES A LOCAL MINIMUM  
9 WAGE IN AN AMOUNT THAT EXCEEDS THE AMOUNT OF THE STATE MINIMUM  
10 WAGE, THE AMOUNT OF THE TIP OFFSET ASSOCIATED WITH THE LOCAL  
11 MINIMUM WAGE IS THREE DOLLARS AND FIFTY-TWO CENTS.

12 (II) (A) ON JANUARY 1, 2027, AND ON EACH JANUARY 1  
13 THEREAFTER, THE AMOUNT OF THE TIP OFFSET DESCRIBED IN SUBSECTION  
14 (3.5)(a)(I) OF THIS SECTION SHALL BE ADJUSTED FOR COST OF LIVING  
15 INCREASES, AS MEASURED BY THE CONSUMER PRICE INDEX USED FOR  
16 COLORADO; EXCEPT THAT THE ADJUSTMENT ON JANUARY 1, 2027, SHALL  
17 BE ADJUSTED FOR COST OF LIVING INCREASES PLUS FOURTEEN CENTS.

18 (B) A LOCAL GOVERNMENT SHALL NOT IMPOSE A TIP OFFSET IN AN  
19 AMOUNT THAT ALLOWS A TIPPED EMPLOYEE TO EARN LESS THAN THE  
20 STATE MINIMUM WAGE MINUS THREE DOLLARS AND TWO CENTS.

21 (b) ON AND AFTER JANUARY 1, 2029, A LOCAL GOVERNMENT THAT  
22 HAS ENACTED A CODE OR ORDINANCE THAT IMPOSES A LOCAL MINIMUM  
23 WAGE IN AN AMOUNT THAT EXCEEDS THE AMOUNT OF THE STATE MINIMUM  
24 WAGE SHALL ENACT A CODE OR ORDINANCE THAT IMPOSES A LOCAL TIPPED  
25 MINIMUM WAGE IN AN AMOUNT THAT IS LESS THAN SEVENTY-FIVE  
26 PERCENT OF THE LOCAL MINIMUM WAGE. THEREAFTER, THE LOCAL  
27 GOVERNMENT MAY INCREASE THE AMOUNT OF THE TIP OFFSET TO ENSURE  
28 THAT THE LOCAL TIPPED MINIMUM WAGE REMAINS IN AN AMOUNT THAT IS  
29 LESS THAN SEVENTY-FIVE PERCENT OF THE LOCAL MINIMUM WAGE.

30 (c) AS USED IN THIS SUBSECTION (3.5), UNLESS THE CONTEXT  
31 OTHERWISE REQUIRES, "LOCAL TIPPED MINIMUM WAGE" MEANS A LOCAL  
32 MINIMUM WAGE MINUS THE AMOUNT OF A TIP OFFSET ESTABLISHED IN  
33 ASSOCIATION WITH THE LOCAL MINIMUM WAGE."

34 Page 1, line 101, after "**CONCERNING**" insert "**INCREASING THE AMOUNT**  
35 **OF**".

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