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Minimum wage uploads to be completed Jan. 8 [1]

January 7, 2026 by ES and UIS Communications [2]

By Jan. 8, Employee Services will process minimum wage uploads to increase the pay rates of biweekly hourly employees who fall below Colorado's new minimum wage of $15.16 per hour.

Additionally, we will process uploads for biweekly hourly employees working in the City of Denver who need to be increased to the city's new minimum wage of $19.29 per hour. Lastly, biweekly hourly employees working remotely will also have their hourly rates increased to their state's 2026 minimum wage, as needed.

An effective date of **12/21/2025** will be used for the pay rate change rows in Job Data to pay the first 2026 biweekly payroll, which includes **01/01/2026** at the new rate.

Additional adjustments

Employee Services does not evaluate or adjust the pay of salaried employees whose hourly rates are below minimum wage but will occasionally run queries to identify hourly employees whose compensation rates fall below it.

Payroll personnel liaisons and Human Resources representatives should ensure the compensation rates of in-state and out-of-state employees comply with minimum wage rates. Employees who work outside of Colorado must be paid at, or above, the minimum wage of the state in which they work.

Learn more

For more information about Colorado's minimum wage, visit the Colorado Department of Labor and Employment website [3].

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