

THIS AMENDMENT PASSED ON A 5-4 VOTE.

**For: Baca, Fiebelkorn, Grout, Peña, Telles
Against: Bassan, Champine, Lewis, Rogers**

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 1 TO O-26-33

AMENDMENT SPONSORED BY Klarissa Peña

1. Beginning on page 8, line 1 insert a new Section 13-12-7 as follows:

[§ 13-12-7 ADDITIONAL WAGE INCREASE FOR CERTAIN CITY EMPLOYEES.

City employees earning \$80,000 per year, or less. In any year in which the annual cost of living adjustment results in an increase to the Albuquerque minimum wage, all City employees earning \$80,000 or less in annual base salary shall receive a salary increase equal to the same percentage increase applied to the Albuquerque minimum wage. This increase shall apply to all eligible City employees regardless of whether their compensation is at or above the Albuquerque minimum wage. The Mayor shall include these wage increases in the proposed operating budget presented to the City Council each year. Any wage increases required by this section shall become effective on the first day of the fiscal year immediately following the annual cost of living adjustment to the Albuquerque minimum wage. The wage increases required by this section shall constitute a minimum required adjustment and shall not be construed to limit the City's authority to provide greater wage increases.]

Explanation:

This amendment would require the City to provide annual wage increases to City employees earning \$80,000 or less when a cost-of-living adjustment is made to the Albuquerque minimum wage. The increase would be equal to the same percentage increase applied to the Albuquerque minimum wage.

The Mayor would be required to include the wage adjustment in the proposed operating budget submitted to the City Council each year. The wage increases would take effect at the beginning of the fiscal year immediately following the minimum wage adjustment.

For example, if the January 1, 2027 annual cost of living adjustment increases the Albuquerque minimum wage by 1%, from \$12.00 to \$12.12, then all City employees earning \$80,000 or less would also receive a 1% wage increase, effective July 1, 2027.

THIS AMENDMENT PASSED ON A 8-1 VOTE.
For: Baca, Bassan, Fiebelkorn, Grout, Lewis, Peña, Rogers, Telles
Against: Champine

CITY COUNCIL
of the
CITY OF ALBUQUERQUE

June 1, 2026

FLOOR AMENDMENT NO. Reconsidered 2 TO O-26-33

AMENDMENT SPONSORED BY Klarissa J. Peña

1. Beginning on page 5, line 1 amend Section 13-12-3(B) as follows:

(B) Minimum wage rate. [~~Beginning January 1, 2007, the minimum wage for employees shall be an hourly rate of \$6.75. Beginning January 1, 2008, the minimum wage for employees shall be an hourly rate of \$7.15. Beginning January 1, 2009, the minimum wage for employees shall be an hourly rate of \$7.50. Beginning January 1, 2013, the minimum wage for employees shall be an hourly rate of \$8.50.~~] [Beginning January 1, 2027, the Albuquerque minimum wage for employees shall be an hourly rate of] ~~[\$15.00.]~~ [\$13.00.] [Beginning January 1, 2028, the Albuquerque minimum wage for employees shall be an hourly rate of \$14.00.] [Beginning January 1, 2029, the Albuquerque minimum wage for employees shall be an hourly rate of \$15.00.] For employers who provide healthcare and/or childcare benefits to an employee during any pay period for which the employer pays an amount for those healthcare benefits equal to or in excess of an annualized cost of \$2,500.00, beginning [~~January 1, 2007, the minimum wage for that employee shall be an hourly rate of \$5.75, in addition to the healthcare benefits and/or childcare benefits, beginning January 1, 2008, the minimum wage for that employee shall be an hourly rate of \$6.15, in addition to the healthcare and/or~~

~~childcare benefits, beginning January 1, 2009, the minimum wage for that employee shall be an hourly rate of \$6.50, in addition to the healthcare and/or childcare benefits, and beginning January 1, 2013] [January 1, 2027] and each year thereafter, the minimum wage for that employee shall be an hourly rate of \$1.00 less than the current [Albuquerque] minimum wage otherwise applicable to employees who do not receive such benefits.~~

2. Beginning on page 5, line 21 amend Section 13-12-3(C) as follows:

(C) Annual cost of living adjustment.

~~[(1)] Beginning on January 1, [2014] [2028] [2030] and annually on each January 1 thereafter, the [Albuquerque] minimum wage shall be adjusted based on [the increase, if any, in the cost of living, and rounded to the nearest multiple of five cents.] [the average of the annual increase of the following two factors, and rounded to the nearest multiple of five cents, except that the minimum wage shall never decrease:~~

Explanation:

This amendment proposes to implement the proposed \$3.00 increase to the Albuquerque Minimum Wage over a three-year period.

- In 2027, the minimum wage rate would increase from \$12.00 to \$13.00.
- In 2028, the minimum wage rate would increase from \$13.00 to \$14.00.
- In 2029, the minimum wage rate would increase from \$14.00 to \$15.00. The full \$3.00 increase would be in effect as of 2029.
- In 2030, annual cost of living adjustments would begin.

THIS AMENDMENT PASSED ON A 8-1 VOTE.
For: Baca, Bassan, Champine, Fiebelkorn, Grout, Lewis, Peña, Telles
Against: Rogers

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. Reconsidered 3 TO O-26-33

AMENDMENT SPONSORED BY Klarissa J. Peña

1. Beginning on page 5, line 21 amend Section 13-12-3(C) as follows:

(C) Annual cost of living adjustment.

~~[(1)]~~ Beginning on January 1, ~~[2014]~~ [2028] and annually on each January 1 thereafter, the [Albuquerque] minimum wage shall be adjusted based on ~~[the increase, if any, in the cost of living, and rounded to the nearest multiple of five cents.]~~ [the average of the annual increase of the following two factors] [the increase, if any, in the cost of living] [,and rounded to the nearest multiple of five cents, except that the minimum wage shall never decrease:

~~(a)]~~ The ~~[increase in the]~~ cost of living ~~[shall be calculated based on the percentage increase, if any,]~~ as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (All Urban Wage Earners and Clerical Workers, U.S. City Average for All Items) or its successor index as published by the U.S. Department of Labor or its successor agency ~~[,and]~~

~~[(b) Fair Market Rent for a two-bedroom housing unit in Albuquerque, New Mexico, as published annually by the United States Department of Housing and Urban Development (HUD)].~~

[(2)] The adjusted tipped minimum wage shall be calculated based on the adjusted **[Albuquerque]** minimum wage, and rounded to the nearest multiple of five cents.

[(3)] The city shall publish the adjusted **[Albuquerque]** minimum wage and the adjusted tipped minimum wage for the forthcoming year on its Internet home page by October 15 of each year, and they shall become effective on January 1 of the forthcoming year.

Explanation:

This amendment proposes to strike the proposal to use two factors to calculate annual cost of living increases to the Albuquerque Minimum Wage. The increase in Fair Market Rent for a two-bedroom housing unit in Albuquerque, as published by HUD, would not be considered. Instead, the increase in the Consumer Price Index (CPI) would be the only factor considered in the calculation; consistent with the calculation method utilized today under the current Ordinance.

THIS AMENDMENT PASSED ON A 9-0 VOTE.

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 5 TO O-26-33

AMENDMENT SPONSORED BY: Renée Grout

1. On page 4, line 21, amend 13-12-3 MINIMUM WAGE as follows:

**[January 11 2027] and each year thereafter, shall be ~~[60%]~~ [50%] of the
[Albuquerque] minimum wage.**

Explanation: This amendment changes the amount of the tipped minimum wage from 60% of the Albuquerque minimum wage to 50% of the Albuquerque minimum wage.

THIS AMENDMENT PASSED ON A 7-2 VOTE.
For: Baca, Champine, Fiebelkorn, Grout, Peña, Rogers, Telles
Against: Bassan, Lewis

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 6 TO O-26-33

AMENDMENT SPONSORED BY Tammy Fiebelkorn

1. Beginning on page 4, line 12, amend 13-12-3 MINIMUM WAGE as follows:

§ 13-12-3 MINIMUM WAGE.

(A) Minimum wage payment required. Except as provided herein, employers shall pay all employees no less than the [Albuquerque] minimum wage for each hour worked within the municipal limits of the city. Tips or commissions received and retained by a tipped employee may be counted as wages and credited towards partial satisfaction of the [Albuquerque] minimum wage. Provided, however, that the cash wage paid to a tipped employee by his or her employer shall be no less than the tipped minimum wage, which, beginning [January 1, 2027, shall be 55.5% of the Albuquerque minimum wage; beginning January 1, 2028, shall be 52% of the Albuquerque minimum wage; and beginning January 1, 2029, and each year thereafter, shall be 50% of the Albuquerque minimum wage.] ~~[January 1, 2013, shall be 45% of the minimum wage, and beginning January 1, 2014]~~ [January 1, 2027] ~~[and each year thereafter, shall be]~~ [60%] [50%] ~~[of the]~~ [Albuquerque] ~~[minimum wage.]~~ An employer may credit tips as part of the wages of a tipped employee only if the employer informs the tipped employee in advance in writing, pays the tipped employee a cash wage equal to or greater than the tipped minimum wage, and is able to establish by the tipped employee's declaration for Federal Insurance Contributions Act (FICA) purposes or by its records of charged tips that the total of the tips received by the tipped employee and the cash wages paid by

the employer is equal to or greater than the [Albuquerque] minimum wage. The tips received by a tipped employee become the property of the tipped employee and may not be shared with the employer. This subsection shall not be construed to prohibit the pooling of tips among employees who customarily and regularly receive tips.

Explanation: This amendment increases the minimum wage rate for tipped employees by changing the calculation of the tipped minimum wage from 50% of the Albuquerque minimum wage (as approved in FA #5) to 55.5% of the Albuquerque minimum wage for 2027; 52% in 2028, then 50% of the Albuquerque minimum wage for 2029 and each year thereafter.

THIS AMENDMENT FAILED ON A 4-5 VOTE.
For: Baca, Bassan, Fiebelkorn, Peña
Against: Champine, Grout, Lewis, Rogers, Telles

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 2 TO O-26-33

AMENDMENT SPONSORED BY Klarissa Peña

1. Beginning on page 5, line 1 amend Section 13-12-3(B) as follows:

(B) Minimum wage rate. [~~Beginning January 1, 2007, the minimum wage for employees shall be an hourly rate of \$6.75. Beginning January 1, 2008, the minimum wage for employees shall be an hourly rate of \$7.15. Beginning January 1, 2009, the minimum wage for employees shall be an hourly rate of \$7.50. Beginning January 1, 2013, the minimum wage for employees shall be an hourly rate of \$8.50.~~] [Beginning January 1, 2027, the Albuquerque minimum wage for employees shall be an hourly rate of] ~~[\$15.00.]~~ [\$13.00.] [Beginning January 1, 2028, the Albuquerque minimum wage for employees shall be an hourly rate of \$14.00.] [Beginning January 1, 2029, the Albuquerque minimum wage for employees shall be an hourly rate of \$15.00.] For employers who provide healthcare and/or childcare benefits to an employee during any pay period for which the employer pays an amount for those healthcare benefits equal to or in excess of an annualized cost of \$2,500.00, beginning [~~January 1, 2007, the minimum wage for that employee shall be an hourly rate of \$5.75, in addition to the healthcare benefits and/or childcare benefits, beginning January 1, 2008, the minimum wage for that employee shall be an hourly rate of \$6.15, in addition to the healthcare and/or~~

~~childcare benefits, beginning January 1, 2009, the minimum wage for that employee shall be an hourly rate of \$6.50, in addition to the healthcare and/or childcare benefits, and beginning January 1, 2013] [January 1, 2027] and each year thereafter, the minimum wage for that employee shall be an hourly rate of \$1.00 less than the current [Albuquerque] minimum wage otherwise applicable to employees who do not receive such benefits.~~

2. Beginning on page 5, line 21 amend Section 13-12-3(C) as follows:

(C) Annual cost of living adjustment.

~~[(1)] Beginning on January 1, [2014] [2028] [2030] and annually on each January 1 thereafter, the [Albuquerque] minimum wage shall be adjusted based on [the increase, if any, in the cost of living, and rounded to the nearest multiple of five cents.] [the average of the annual increase of the following two factors, and rounded to the nearest multiple of five cents, except that the minimum wage shall never decrease:~~

Explanation:

This amendment proposes to implement the proposed \$3.00 increase to the Albuquerque Minimum Wage over a three-year period.

- In 2027, the minimum wage rate would increase from \$12.00 to \$13.00.
- In 2028, the minimum wage rate would increase from \$13.00 to \$14.00.
- In 2029, the minimum wage rate would increase from \$14.00 to \$15.00. The full \$3.00 increase would be in effect as of 2029.
- In 2030, annual cost of living adjustments would begin.

THIS AMENDMENT FAILED ON A 4-5 VOTE.
For: Bassan, Fiebelkorn, Grout, Peña
Against: Baca, Champine, Lewis, Rogers, Telles

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 3 TO O-26-33

AMENDMENT SPONSORED BY Klarissa Peña

1. Beginning on page 5, line 21 amend Section 13-12-3(C) as follows:

(C) Annual cost of living adjustment.

~~[(1)]~~ Beginning on January 1, ~~[2014]~~ [2028] and annually on each January 1 thereafter, the [Albuquerque] minimum wage shall be adjusted based on ~~[the increase, if any, in the cost of living, and rounded to the nearest multiple of five cents.]~~ [the average of the annual increase of the following two factors] [the increase, if any, in the cost of living] [,and rounded to the nearest multiple of five cents, except that the minimum wage shall never decrease:

~~(a)]~~ The ~~[increase in the]~~ cost of living ~~[shall be calculated based on the percentage increase, if any,]~~ as of August of the immediately preceding year over the level as of August of the previous year of the Consumer Price Index (All Urban Wage Earners and Clerical Workers, U.S. City Average for All Items) or its successor index as published by the U.S. Department of Labor or its successor agency ~~[,and]~~

~~[(b) Fair Market Rent for a two-bedroom housing unit in Albuquerque, New Mexico, as published annually by the United States Department of Housing and Urban Development (HUD)].~~

[(2)] The adjusted tipped minimum wage shall be calculated based on the adjusted **[Albuquerque]** minimum wage, and rounded to the nearest multiple of five cents.

[(3)] The city shall publish the adjusted **[Albuquerque]** minimum wage and the adjusted tipped minimum wage for the forthcoming year on its Internet home page by October 15 of each year, and they shall become effective on January 1 of the forthcoming year.

Explanation:

This amendment proposes to strike the proposal to use two factors to calculate annual cost of living increases to the Albuquerque Minimum Wage. The increase in Fair Market Rent for a two-bedroom housing unit in Albuquerque, as published by HUD, would not be considered. Instead, the increase in the Consumer Price Index (CPI) would be the only factor considered in the calculation; consistent with the calculation method utilized today under the current Ordinance.

THIS AMENDMENT WAS WITHDRAWN.

**CITY COUNCIL
of the
CITY OF ALBUQUERQUE**

June 1, 2026

FLOOR AMENDMENT NO. 4 TO O-26-33

AMENDMENT SPONSORED BY: Renée Grout

On page 4, line 21, amend 13-12-3 MINIMUM WAGE as follows:

**[January 11 2027] and each year thereafter, shall be ~~[60%]~~ [40%] of the
[Albuquerque] minimum wage.**

Explanation: This amendment changes the amount of the tipped minimum wage from 60% of the Albuquerque minimum wage to 40% of the Albuquerque minimum wage.