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1 has received a certificate from the state labor commissioner pursuant to
2 [NMSA 1978,] § 50-4-23 ~~[NMSA 1978 or § 50-4-21(c)(12) NMSA 1978]~~.

3 **EMPLOYER.** Any person, partnership, association, corporation, business
4 trust, legal representative, or any other entity, or group of persons or entities,
5 including corporate officers or executives, who is required to have a business
6 license or business registration from the City of Albuquerque and who directly
7 or indirectly or through an agent or any other person including, but not limited
8 to, through a subsidiary or through the services of a temporary services
9 agency, a staffing agency, a building services contractor, or any similar entity,
10 employs or exercises control over the wages, hours or working conditions of
11 any employee. **EMPLOYER** shall include the City of Albuquerque.

12 ~~[MINIMUM WAGE, MINIMUM WAGE RATE. The minimum hourly rates of~~
13 ~~monetary compensation for work as specified in this article.]~~

14 [CITY MINIMUM WAGE, CITY MINIMUM WAGE RATE. The minimum hourly
15 rate of monetary compensation for work as set by ordinance by the City of
16 Albuquerque, by New Mexico state law, or by federal law.]

17 **TIP.** A sum presented by a customer as a gift or gratuity in recognition of
18 some service performed for the customer. **TIP** shall include only tips actually
19 received by an employee as money belonging to him or her. Where employees
20 practice tip pooling or splitting, as where wait staff give a portion of their tips
21 to bus persons, both the actual amounts retained by the waiters or waitresses
22 and those given the bus persons shall be considered **TIPS** of the individual
23 employee who retains them. A compulsory charge for service imposed on a
24 customer by an employer's establishment shall not be considered a **TIP** unless
25 it is distributed by the employer to its employees.

26 **TIPPED EMPLOYEE.** Any employee engaged in an occupation in which he
27 or she customarily and regularly receives tips from customers.

28 **TIPPED MINIMUM WAGE.** The minimum cash wage that a tipped employee
29 must receive from his or her employer, as provided under § 13-12-3(A).

30 **§ 13-12-3 MINIMUM WAGE.**

31 (A) *Minimum wage payment required.* Except as provided herein,
32 employers shall pay all employees ~~[no less than the minimum wage for each~~

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1 ~~hour worked within the municipal limits of the city.]~~ [their regular rate of pay
2 for all hours worked within the municipal limits of the city, but in no event
3 shall an employer pay an employee less than the Prevailing Minimum Wage for
4 all hours worked.] [For all hours worked in excess of forty (40) hours within a
5 seven-day period employers shall pay employees at one and one-half times
6 their regular rate of pay.] Tips or commissions received and retained by a
7 tipped employee may be counted as wages and credited towards partial
8 satisfaction of the [City] minimum wage. Provided, however, that the cash
9 wage paid to a tipped employee by ~~[his or her]~~ [their] employer shall be no
10 less than the tipped minimum wage, which ~~[-, beginning January 1, 2013, shall~~
11 ~~be 45% of the minimum wage, and beginning January 1, 2014 and each year~~
12 ~~thereafter,]~~ shall be 60% of the [City] minimum wage. ~~[An employer may credit~~
13 ~~tips as part of the wages of a tipped employee only if the employer informs the~~
14 ~~tipped employee in advance in writing, pays the tipped employee a cash wage~~
15 ~~equal to or greater than the tipped minimum wage, and is able to establish by~~
16 ~~the tipped employee's declaration for Federal Insurance Contributions Act~~
17 ~~(FICA) purposes or by its records of charged tips that the total of the tips~~
18 ~~received by the tipped employee and the cash wages paid by the employer is~~
19 ~~equal to or greater than the minimum wage. The tips received by a tipped~~
20 ~~employee become the property of the tipped employee and may not be shared~~
21 ~~with the employer. This subsection shall not be construed to prohibit the~~
22 ~~pooling of tips among employees who customarily and regularly receive tips.]~~
23 (B) *Minimum wage rate.* ~~[Beginning January 1, 2007, the minimum wage~~
24 ~~for employees shall be an hourly rate of \$6.75. Beginning January 1, 2008, the~~
25 ~~minimum wage for employees shall be an hourly rate of \$7.15. Beginning~~
26 ~~January 1, 2009, the minimum wage for employees shall be an hourly rate of~~
27 ~~\$7.50. Beginning January 1, 2013, the minimum wage for employees shall be~~
28 ~~an hourly rate of \$8.50.]~~ [The City Minimum Wage Rate is \$12.00 per hour,
29 effective January 1, 2025. In the event that the minimum wage rate mandated
30 by either the State of New Mexico or the United States is higher than the City
31 minimum wage rate of \$12.00 per hour, the higher rate shall prevail and that
32 Rate shall be considered the City's minimum wage rate.] For employers who
33 provide healthcare and/or childcare benefits to an employee during any pay

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1 period for which the employer pays an amount for those healthcare [and/or
2 childcare] benefits equal to or in excess of an annualized cost of \$2,500.00, ~~[-,~~
3 ~~beginning January 1, 2007, the minimum wage for that employee shall be an~~
4 ~~hourly rate of \$5.75, in addition to the healthcare benefits and/or childcare~~
5 ~~benefits, beginning January 1, 2008, the minimum wage for that employee~~
6 ~~shall be an hourly rate of \$6.15, in addition to the healthcare and/or childcare~~
7 ~~benefits, beginning January 1, 2009, the minimum wage for that employee~~
8 ~~shall be an hourly rate of \$6.50, in addition to the healthcare and/or childcare~~
9 ~~benefits, and beginning January 1, 2013 and each year thereafter,]~~ the
10 minimum wage for that employee ~~[shall]~~ [may] be an hourly rate of [up to]
11 \$1.00 less than the current [City] minimum wage otherwise applicable to
12 employees who do not receive such benefits, [but in no event shall the
13 deduction decrease an employee’s pay rate below the State or Federal
14 minimum wage.]

15 (C) *Annual cost of living adjustment.* Beginning on January 1 ~~[, 2026]~~ [.
16 2014] and annually on each January 1 thereafter, the ~~[minimum wage rate]~~
17 [City Minimum Wage Rate] shall be adjusted based on the increase, if any, in
18 the cost of living, and rounded to the nearest multiple of five cents [,or
19 alternatively, to an amount which is equal to any minimum wage established
20 by the State of New Mexico or the United States, whichever is highest]. The
21 increase in the cost of living shall be calculated based on the percentage
22 increase, if any, as of August of the immediately preceding year over the level
23 as of August of the previous year of the Consumer Price Index [["CPI"]] (All
24 Urban Wage Earners and Clerical Workers, U.S. City Average for All Items) or
25 its successor index as published by the U.S. Department of Labor or its
26 successor agency. [In any year where the CPI adjustment is zero or less than
27 zero, there shall be no change in the City Minimum Wage Rate.] The adjusted
28 tipped minimum wage shall be calculated based on the adjusted [City]
29 minimum wage, and rounded to the nearest multiple of five cents. The city
30 shall publish the adjusted [City] minimum wage and the adjusted tipped
31 minimum wage for the forthcoming year on its Internet home page by October
32 15 of each year, and they shall become effective on January 1 of the
33 forthcoming year.

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1 § 13-12-4 NOTICE, POSTING AND RECORDS.

2 (A) *Notice to employees.* Every employer shall post in a conspicuous
3 place at any workplace or job site where any employee works a notice
4 published each year by the City Attorney informing employees of the current
5 minimum wage rates and of their rights under this article. Every employer
6 shall post such notices in English and Spanish.

7 (B) *Records.* Employers shall maintain payroll records showing the
8 hours worked daily by and the wages paid to all employees. Employers shall
9 retain payroll records pertaining to employees for a period of three years.
10 When the employer uses tips to meet the minimum wage for an employee, the
11 employer must have a tip declaration signed by the tipped employee for each
12 pay period.

13 § 13-12-5 IMPLEMENTATION AND ENFORCEMENT.

14 (A) *Implementation and Rulemaking.* The city shall implement and
15 enforce this article and shall promulgate appropriate guidelines or rules for
16 such purposes. Any guidelines or rules promulgated by the city shall have the
17 force and effect of law and may be relied on by employers, employees, and
18 other parties to determine their rights and responsibilities under this article.
19 Any such guidelines or rules shall establish procedures for ensuring fair,
20 efficient and cost-effective implementation of this article, including
21 supplementary procedures, such as a hotline, for helping to inform employees
22 of their rights under this article and for monitoring employer compliance with
23 this article.

24 (B) [~~Civil enforcement.~~] [Private Cause of Action.] Any employee
25 receiving less than the wage to which the employee is entitled under this
26 article may bring a civil action in a court of competent jurisdiction and, upon
27 prevailing, shall recover the balance of the wages owed, including interest
28 thereon, and an additional amount equal to twice the wages owed, and any
29 other appropriate legal or equitable relief.

30 [(C) Retaliation Prohibited.] Any employee who has suffered discrimination
31 in any manner or had adverse [employment] action taken against that
32 employee in retaliation for exercising rights protected under this article may
33 bring a civil action in a court of competent jurisdiction and, upon prevailing,

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1 shall recover actual damages plus reinstatement in the case of discharge. In
2 any case where an employee has been discharged in retaliation for exercising
3 rights under this article, the period of violation extends from the day of
4 discharge until the day the employee is reinstated, the day the employee
5 agrees to waive reinstatement or, in the case of an employee who may not be
6 rehired, from the day of discharge until the day legal judgment is final. In such
7 case, unpaid wages and actual damages recovered shall be payable to the
8 individual employee as to whom the violation occurred. A plaintiff prevailing in
9 an action to enforce this article shall be entitled to recover his or her costs
10 and expenses of suit and reasonable attorney's fees.

11 ~~[(D)]~~ ~~[(C)]~~ *Criminal penalty.* Any person who violates this article shall be
12 deemed guilty of a petty misdemeanor and upon conviction shall be subject to
13 the criminal penalty provisions set forth in § 1-1-99 of this code of ordinances.
14 Each separate violation shall constitute a separate offense and each day of
15 violation shall constitute a separate offense.

16 ~~[(E)]~~ ~~[(D) The City Attorney shall enforce this article.]~~ [Civil Enforcement.
17 The City Attorney or their designee shall have the following authority:

- 18 (1) To implement administrative rules consistent with this ordinance;
- 19 (2) To initiate investigations, on its own initiative or upon receipt of an
20 allegation of a violation, to determine compliance with this ordinance at any
21 time, in accordance with administrative rule;
- 22 (3) To establish an administrative process to determine an employer's
23 compliance with this ordinance where there is cause to believe that an
24 employer is not in compliance with this ordinance, in accordance with
25 administrative rule;
- 26 (4) To sanction employers for noncompliance with this ordinance through
27 the issuance of wage orders and the restriction of licenses, permits, and
28 privileges related to the conduct of business within the municipal limits
29 of the City; and
- 30 (5) To judicially enforce this ordinance in a court of competent jurisdiction,
31 including but not limited to actions for declaratory, injunctive and legal relief,
32 on behalf of the City and, in the sole discretion of the City Attorney, any

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1 employee adversely affected by an employer’s noncompliance with this
2 ordinance.]

3 [(F) The City Attorney, or their designee, has sole discretion to decide
4 whether to investigate a complaint or otherwise pursue a possible violation of
5 this article.]

6 [(G) All private actions to enforce this ordinance shall be brought within
7 three (3) years of the last violation of this ordinance. To the extent permitted
8 by law, the statute of limitations for civil actions is tolled during any
9 investigation of an employer by the City Attorney.

10 [(H) The remedies provided herein shall not be exclusive, but are
11 supplemental to all other remedies provided by law.]

12 § 13-12-6 RELATIONSHIP TO OTHER REQUIREMENTS.

13 This article provides for payment of minimum wage rates and shall not be
14 construed to preempt or otherwise limit or affect the applicability of any other
15 law, regulation, requirement, policy or standard that provides for payment of
16 higher or supplemental wages, benefits, or protections. Nothing contained in
17 this article prohibits an employer from paying more than the minimum wage
18 rates established under this article.”

19 SECTION 2. SEVERABILITY CLAUSE. If any section, paragraph, sentence,
20 clause, word or phrase of this ordinance is for any reason held to be invalid or
21 unenforceable by any court of competent jurisdiction, such decision shall not
22 affect the validity of the remaining provisions of this ordinance. The Council
23 hereby declares that it would have passed this ordinance and each section,
24 paragraph, sentence, clause, word or phrase thereof irrespective of any
25 provision being declared unconstitutional or otherwise invalid.

26 SECTION 3. COMPILATION. Section 1 of this ordinance shall amend, be
27 incorporated in and compiled as part of the Revised Ordinances of
28 Albuquerque, New Mexico, 1994.

29 SECTION 4. EFFECTIVE DATE. This ordinance takes effect five days after
30 publication by title and general summary.

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