

San Francisco
BOARD OF SUPERVISORS

Date Printed: February 20, 2015

Date Established: January 16, 2015

Active

EQUAL PAY ADVISORY BOARD

Contact and Address:

Mullane Ahern
25 Van Ness Avenue
Suite 800
San Francisco, CA 94102

Phone: (415) 252-2514

Fax:

Email: mullane.ahern@sfgov.org

Authority:

Administrative Code, Section 12B.2-1 et seq. (Ordinance No. 251-14)

Board Qualifications:

The Equal Pay Advisory Board (Advisory Board) was established to analyze and recommend the best method(s) of data collection that will identify wage gaps between men and women of the same or different races, and amount members of different races. The Advisory Board shall also analyze and recommend data points that may include, but are not limited to, employees' education, years of work experience, and specialized skills, that would aid in the analysis of wage disparities. The Advisory Board's recommendations shall include additional ordinances if legislative change is necessary or desirable to implement the recommendations.

The Advisory Board shall consist of seven (7) voting members:

> The Board of Supervisors shall appoint:

Seat 1: A person who works in or represents workers in an industry where wage discrimination is common.

Seat 2: A person who has worked as a discrimination or employment lawyer with an emphasis on gender equality.

Seat 3: A person with expertise on discrimination against women of color.

> The Mayor shall appoint:

Seat 4: A person who works in human resources responsible for diversity.

Seat 5: A person who owns a small or medium size business that has contracted with the City and County of San Francisco.

"R Board Description" (Screen Print)

San Francisco
BOARD OF SUPERVISORS

> Commission on the Status of Women shall appoint:

Seat 6: A person who has worked in quantitative gender analysis, including statistics.

Seat 7: A person employed by a nonprofit organization that contracts with the City.

The appointing authorities shall make appointments within 60 days of the effective date of Ordinance No. 251-14. If the appointing authority fails to act within 60 days or at any subsequent time there has been a vacancy for more than 60 days, the Director of the Human Rights Commission shall have the power to make an appointment. All members serve at the pleasure of their appointing authority.

The Human Rights Commission shall provide in-kind professional and administrative staff to the Advisory Board.

Reports: The Advisory Board shall make recommendations to the Board of Supervisors and the Human Rights Commission within six months of its inaugural meeting. Thereafter, the Advisory Board shall meet at least once every four months to evaluate the effectiveness of the data collection methods used and make further recommendations, as appropriate.

Sunset Date: The Advisory Board shall expire by operation of law on October 1, 2017, unless the Board of Supervisors adopts an ordinance continuing its existence. The Advisory Board shall submit a report to the Board of Supervisors by May 1, 2017, recommending whether they should continue to operate and consider legislative changes that would enhance the capacity of the Advisory Board.
