

From: [Nevin, Peggy](#)
To: [Ausberry, Andrea](#)
Subject: Small Business Commission Action Re: File No. 131192 [Police, Administrative Codes - Considering Criminal History in Employment and Housing Decisions]
Date: Tuesday, February 04, 2014 2:00:49 PM

From: Murdock, Christian [mailto:christian.murdock@sfgov.org]
Sent: Tuesday, February 04, 2014 12:37 PM
To: BOS-Supervisors
Cc: BOS-Legislative Aides; Dick-Endrizzi, Regina
Subject: Small Business Commission Action Re: File No. 131192 [Police, Administrative Codes - Considering Criminal History in Employment and Housing Decisions]

Dear Supervisors:

I'm writing to briefly summarize the recent action of the Small Business Commission relative to BOS File No. 131192 [Police, Administrative Codes - Considering Criminal History in Employment and Housing Decisions], an item that you will consider at this afternoon's Board meeting.

Small Business Commission Recommendation: Approve as Amended by Land Use & Economic Development Committee

The Small Business Commission heard this item at its meeting on Monday, January 27 and unanimously recommended approval of the legislation as it would be later amended by the Land Use & Economic Development Committee on the same day. Both meetings ran concurrently, with the Commission taking action before the item was formally amended in committee. Sup. Cohen's legislative aide Andrea Bruss summarized the expected changes, with the aforementioned unanimous vote of support by the Commission.

In particular, the Small Business Commission appreciated the removal of a private right of action contained in an earlier version of the legislation, an element that would have made business compliance difficult and costly. Furthermore, the Commission also felt the employer reporting burden was appropriately balanced with an applicant's "right to know" in the latest amendment by foregoing a lengthy questionnaire response to each denied applicant in favor of a more manageable summary report indicating which convictions or arrests were viewed adversely. The end result of these changes was a legislative proposal that is workable from a small business standpoint, aligning closely with policies and procedures related to conviction history information that most small businesses already follow.

Please forward to me any questions or comments on the Small Business Commission's action. Thank you for considering the Commission's review as you hear this item later today.

Best Regards,

Christian

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