



CITY AND COUNTY OF SAN FRANCISCO
EDWIN M. LEE, MAYOR

OFFICE OF SMALL BUSINESS
REGINA DICK-ENDRIZZI, DIRECTOR

May 31, 2017

Ms. Angela Calvillo, Clerk of the Board
City Hall Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

RE: BOS File No. 170350 [Pay Parity Ordinance]

Small Business Commission Recommendation to the Board of Supervisors: **Amend**

Dear Ms. Calvillo,

On May 22, 2017, the Small Business Commission voted (5-0, 2 absent) to recommend the following amendments:

1. Removal of the words "organization" and "other person" from Section 3300J.5(b).
2. Clarification of exceptions related to voluntary disclosure and publicly available salary information.

The Commission also supported the sponsor's amendment to remove subsection 3300J.4(b) in the version of the legislation that will be considered at the June 5 Government Audit and Oversight Committee meeting.

The Commission supports the legislation's goal of advancing pay equality and offered guidance to mitigate unintended consequences and to facilitate compliance. It recommended removal of the terms "organization" and "other person" from Section 3300J.5(b) in order to reduce the risk of litigious behavior by third parties against small businesses. The Commission also noted that the smallest businesses often lack human resources support, which affects their ability to stay up to date on new legislation. Greater outreach and extra sensitivity will therefore be required for businesses with fewer than 20 employees.

Thank you for considering the Commission's comments. Please feel free to contact me should you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Regina Dick-Endrizzi".

Regina Dick-Endrizzi
Director, Office of Small Business

OFFICE OF SMALL BUSINESS • SMALL BUSINESS COMMISSION
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cc: Mark Farrell, Board of Supervisors
Katy Tang, Board of Supervisors
Hillary Ronen, Board of Supervisors
Malia Cohen, Board of Supervisors
London Breed, Board of Supervisors
Nicole Elliott, Mayor's Office
Mawuli Tugbenyoh, Mayor's Office
Lisa Pagan, Office of Economic and Workforce Development
Erica Major, Public Safety & Neighborhood Services Committee