



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

OFFICE OF SMALL BUSINESS
REGINA DICK-ENDRIZZI, DIRECTOR

June 15, 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: **Approval with Proposed Amendments.**

Dear Ms. Calvillo,

On June 12, 2017, the Small Business Commission (SBC) voted (6-0, 1 absent) to recommend that the Board of Supervisors approve BOS File No. 170350. The SBC supports the intent of the legislation and recommends approval, conditional upon the striking of the phrase "organization or other person" from proposed Police Code Section 33300J.6(b) and from proposed Administrative Code Section 12K.7(b) in the final version of the legislation.

The SBC supports the amendments made in committee on June 6, 2017, particularly the extension of the implementation date to July 1, 2018 to coincide with the annual minimum wage increase posting requirements, and the inclusion of a 180-day time period for an applicant or employee to file a complaint.

Similar to the SBC response to the Lactation in the Workplace ordinance, additional outreach and education needs to be given to business with fewer than 50 employees, as they are less likely to have legal counsel and in-house HR support. Many small businesses purchase off-the-shelf employment applications, which often have a section for the applicant to fill in salary history. In order for small businesses to be successful in complying with this ordinance, the City must do more than simply inform the small business of the new regulation when the regulatory posting is updated.

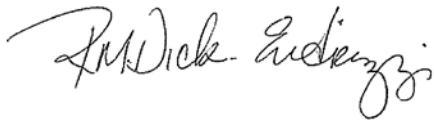
For each new employment regulation that is passed, the SBC encourages the Board of Supervisors to ensure adequate support for the Office of Labor Standards Enforcement (OLSE) and other offices involved in the implementation, education, and outreach.

Supervisor Farrell's staff was proactive in scheduling a presentation at the Small Business Commission meeting and responsive to proposed amendments. The Commission appreciates this collaborative approach to ensuring that relevant stakeholders – including the small business community – are properly engaged in the legislative process.

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

OFFICE OF SMALL BUSINESS • SMALL BUSINESS COMMISSION
1 DR. CARLTON B. GOODLETT PLACE, ROOM 110, SAN FRANCISCO, CALIFORNIA 94102-4681
(415) 554-6408

Sincerely,

A handwritten signature in black ink, appearing to read "Regina Dick-Endrizzi". The signature is fluid and cursive, with the first name "Regina" being the most prominent.

Regina Dick-Endrizzi
Director, Office of Small Business

cc: Mark Farrell, Board of Supervisors
Kanishka Karunaratne, Office of Supervisor Mark Farrell
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