



OFFICE OF THE CITY ADMINISTRATOR



London M. Breed Mayor
Naomi M. Kelly, City Administrator

MEMORANDUM

To: Clerk of the Board of Supervisors

From: Bill Barnes
Senior Advisor, Office of the City Administrator

Re: Legislative Introduction
Amendments to the Fair Chance Ordinance (“FCO”) and Beyond the Box
in College Admissions Ordinance (“BBCAO”)

CC: Patrick Mulligan
Director, Office of Labor Standards Enforcement (“OLSE”)

Sheryl Evans Davis
Executive Director, Human Rights Commission (“HRC”)

Date: May 6, 2019

Attached, please find an ordinance amending the FCO and BBCAO. These proposed changes will enhance the City’s ability to effectively administer and enforce these laws.

The legislation would clarify that the Office of Labor Standards Enforcement (“OLSE”) can revise the notice for FCO to inform applicants and employees of their rights. This change will ensure that OLSE can provide the most effective notices to the public.

The legislation also provides that the Human Rights Commission would enforce the Beyond the Box in College Admissions Ordinance. HRC is better positioned than OLSE to administer this law because it applies in a non-employment setting. HRC currently administers a similar law related to housing and these amendments apply HRC’s notice and administrative penalty requirements.

Please contact me at 415-554-7554 or bill.barnes@sfgov.org with any questions about this ordinance.