

MAYOR AND COUNCIL COMMUNICATION

DATE: March 7, 2023
TO: Mayor and Council
FROM: Lisa Hernandez, Human Resources Director
THROUGH: Crystal Caldera, City Manager
SUBJECT: Blood Donor Policy – Procedural Directive Reference Number: A27
SPONSOR(S): N/A

PURPOSE

The City of Leon Valley Blood Donor Policy is designed to provide eligible employees paid leave to donate blood or plasma to an authorized blood bank. Blood donors help patients of all ages – accident and burn victims, heart surgery and organ transplant patients and those battling cancer and other life-threatening conditions.

The donation of blood is lifesaving, an essential part of caring for our community, nationally. The need for donated blood is constant, and the extraordinary demand for blood and blood products is yet another consequence of the COVID-19 pandemic. CDC continues to encourage people who are well and able to donate blood, and this policy would support their efforts.

SEE LEON VALLEY

Social – Maintaining a diverse type of blood supply is life saving and is essential to support specific City services.

Economic – Having an adequate blood supply is vital to public health in situations where treatment of blood products may be necessary to our residents and guests.

Environmental – As a result of globalization and travel, the risk of new and emerging infections is likely to increase in the years to come, which impacts the blood supply. (Journal of Travel Medicine, <https://doi.org/10.1093/jtm/taw098>)

FISCAL IMPACT

The expense of this program would experience approximately \$90 per employee for time off; approximately \$9,900 annually for all Full-time employees, or \$3,600 if excluding Police & Fire.

STRATEGIC GOALS

To allow eligible employees up to three (3) hours of paid time off (PTO) to donate blood once per fiscal year at a blood bank facility to support the continuous need of blood supply.

RECOMMENDATION

At City Council Discretion.

APPROVED: _____ DISAPPROVED: _____

APPROVED WITH THE FOLLOWING AMENDMENTS:

ATTEST:

SAUNDRA PASSAILAIGUE, TRMC
City Secretary