

**City of Shelbyville**  
**Mayor & City Council**  
**Special Called Meeting Agenda**

**Special Called Meeting:** March 30, 2021

**Time:** 5:30 PM

**Place:** Shelbyville Recreation Center, Meeting Room, 220 Tulip Tree Road.

- I. Call to Order**
- II. Roll Call**
- III. Adopt the Agenda**

**New Business:**

- IV. Business Item**
  - A.** Consideration of a motion to voluntarily extend the Families First Coronavirus Response Act (FFCRA) paid leave benefits through September 30, 2021.
- V. Announcements**
- VI. Adjourn**

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Wallace Cartwright, Mayor



City of Shelbyville, Tennessee  
City Council Meeting Staff Summary

To: Mayor & City Council  
From: Joshua W. Ray, City Manager  
Date: 30 March 2021  
Subject: Families First Coronavirus Response Act (FFCRA)

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**Description:** The American Rescue Plan Act of 2021 has extended the tax credits available through 30 September 2021. As of 1 January 2021, the leave was no longer mandated. The City Council chose to extend those benefits through 31 March 2021.

The City now has the option to extend those benefits for employees through 30 September 2021. If Council does not extend the benefits, the benefits will expire on 31 March 2021.

The new changes include the following:

Tax credit is now available for leave taken to obtain the COVID-19 vaccine or for recovering from any injury, disability, illness or condition related to the immunization, effective 1 April 2021.

The Act increased the number of weeks that an employee can seek EFMLA from 10 weeks to 12 weeks. This effectively means that an employee now has 14 weeks of paid leave available (2 weeks of EPSLA and 12 weeks of EFMLA).

The Act resets the employee's FFCRA (EPSLA 80 hours) sick leave rights to zero as of 1 April 2021. Therefore, any EPSLA time taken by an employee prior to 1 April 2021 does not count against the future EPSLA time.

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**Economic Impact:** There is not a direct budgetary impact to the City for extending these benefits. If approved by Council, Council is effectively allowing employees to use regular time during the time on leave.