



**THE CITY OF THE VILLAGE OF DOUGLAS  
SPECIAL MEETING OF THE CITY COUNCIL  
MONDAY, JUNE 09, 2025 AT 6:00 PM  
86 W CENTER ST., DOUGLAS MI**

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**AGENDA**

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**View remotely, online or by phone -**

**Join online by visiting:** <https://us02web.zoom.us/j/83288398889>

**Join by phone by dialing:** +1 (312) 626-6799 | **Then enter "Meeting ID":** 832 8839 8889

- 1. CALL TO ORDER:** By Mayor
- 2. ROLL CALL:** By Clerk
- 3. PLEDGE OF ALLEGIANCE:** Led by Mayor
- 4. PUBLIC COMMUNICATION - VERBAL (LIMIT OF 3 MINUTES, AGENDA ITEMS)**
- 5. NEW BUSINESS**

**A.** Resolution 17-2025 - Payment In Lieu of Insurance

*Motion to adopt resolution 17-2025, implementation of a monthly payment-in-lieu of insurance stipend for eligible full-time employees, effective July 1, 2025, in the amounts of \$1,000 for family coverage, \$800 for two-person coverage, and \$600 for single coverage, contingent upon submission of acceptable proof of alternate qualifying health insurance coverage. - roll call vote*

**6. COUNCIL/MAYOR COMMENTS**

**7. CLOSED SESSION**

*Motion to Enter into closed session pursuant to Section 8 (c)(2) of the open meetings act for the purpose of negotiation of a collective bargaining agreement. - roll call vote*

*Motion to exit the closed session and return to the special meeting of City Council. - roll call vote*

*Motion to adopt the collective bargaining agreement, with an effective date of July 1, 2025. - roll call vote*

**8. ADJOURNMENT**

*Motion to adjourn the meeting.*

**Please Note – The City of the Village of Douglas (the “City”) is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of this meeting or the facilities, are requested to contact Laura Kasper, City Clerk, at (269) 857-1438, or [clerk@douglasmi.gov](mailto:clerk@douglasmi.gov) to allow the City to make reasonable accommodations for those persons. CITY OF THE VILLAGE OF DOUGLAS, ALLEGAN COUNTY, MICHIGAN**



# MEMORANDUM

## Special City Council Meeting

### June 9<sup>th</sup>, 2025

**TO:** City Council

**FROM:** Lisa Nocerini, City Manager

**SUBJECT:** Approval of Payment-in-Lieu Insurance Stipend Policy

As part of our continued effort to offer flexible employee benefit options and manage healthcare costs, I am requesting Council approval to implement a payment-in-lieu of insurance coverage stipend for full-time employees who elect to opt out of the City's health insurance plan. This option would be available to those employees who provide acceptable documentation demonstrating enrollment in an alternative, qualifying health insurance plan.

The proposed monthly stipend amounts, and corresponding annual totals are as follows:

- \$1,000 per month for employees eligible for family coverage  
– Annual total: \$12,000
- \$800 per month for employees eligible for two-person coverage  
– Annual total: \$9,600
- \$600 per month for employees eligible for single coverage  
– Annual total: \$7,200

This stipend would be distributed monthly and would commence effective July 1, 2025. To ensure accountability and compliance, all employees requesting payment in lieu of coverage must submit acceptable proof of alternate qualifying health insurance coverage before any payments are issued. No stipend will be disbursed without verified documentation.

This policy provides employees with greater choice while allowing the City to reduce its overall healthcare expenditures when appropriate. I respectfully request Council approval of this payment-in-lieu policy so staff can implement the necessary procedures ahead of the upcoming fiscal year.

***Recommended Motion:*** Motion to approve the implementation of a monthly payment-in-lieu of insurance stipend for eligible full-time employees, effective July 1, 2025, in the amounts of \$1,000 for family coverage, \$800 for two-person coverage, and \$600 for single coverage, contingent upon submission of acceptable proof of alternate qualifying health insurance coverage.

**CITY OF THE VILLAGE OF DOUGLAS  
COUNTY OF ALLEGAN  
STATE OF MICHIGAN**

**RESOLUTION NO. 17-2025**

**A RESOLUTION ADOPTING THE PAYMENT-IN-LIEU INSURANCE STIPEND  
POLICY**

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At a special meeting of the City Council for the City of the Village of Douglas, Michigan, held at the City of the Village of Douglas City Hall, Douglas, Michigan, on the 9<sup>th</sup> day of June 2025, at 6:00 p.m.

PRESENT:

ABSENT:

The following resolution was offered by Councilperson XXX, and supported by Councilperson XXX.

**RESOLUTION**

**WHEREAS**, the City's continued effort to offer flexible employee benefit options and manage healthcare costs, adopting a payment-in-lieu of insurance coverage stipend for full-time employees who elect to opt out of the City's health insurance plan; and

**WHEREAS**, this option would be available to those employees who provide acceptable documentation demonstrating enrollment in an alternative, qualifying health insurance plan; and

**WHEREAS**, This policy provides employees with greater choice while allowing the City to reduce its overall healthcare expenditures when appropriate.

**NOW, THEREFORE LET IT BE KNOWN**, this stipend would be distributed monthly and would commence effective July 1, 2025. To ensure accountability and compliance, all employees requesting payment in lieu of coverage must submit acceptable proof of alternate qualifying health insurance coverage before any payments are issued. No stipend will be disbursed without verified documentation.

YEAS: Council Members:

NAYS: Council Members:

ABSTAIN: Council Members:

ABSENT: Council Members:

**ADOPTED** this 9<sup>th</sup> day of June, 2025.

**CITY OF THE VILLAGE OF DOUGLAS**

BY: \_\_\_\_\_  
Cathy North, Mayor

BY: \_\_\_\_\_  
Laura Kasper, City Clerk

**CERTIFICATION**

I, Laura Kasper, the duly appointed Clerk of the City of the Village of Douglas, do hereby certify that the foregoing is a true and complete copy of a Resolution adopted by the Douglas City Council at a special meeting held on June 9, 2025, in compliance with the Open Meetings Act, Act No. 267 of the Public Acts of Michigan, 1976, as amended, the minutes of the meeting were kept and will be or have been made available as required by said Act.

**CITY OF THE VILLAGE OF DOUGLAS**

BY: \_\_\_\_\_  
Laura Kasper, City Clerk