

**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