



# Lake Saint Louis Fire Protection District

2533 Lake St. Louis Boulevard  
Lake St. Louis, MO 63367

Phone: (636) 561-9200  
Fax: (636) 561-9202

Jeffrey P. Smith  
Fire Chief

## Amendment to Existing Working Agreement

**By and Between  
Lake Saint Louis Fire Protection District  
And  
IAFF 2665, Lake Saint Louis Shop**

ARTICLE 11 – MEDICAL INSURANCE, of the 2012 working agreement shall be replaced in its entirety as follows:

### **ARTICLE 11 -- MEDICAL INSURANCE**

The Employer agrees to provide medical insurance for all Employees and their dependent spouse and dependent children, at the benefit levels existing immediately prior to the effective date of this Agreement. If the Employer and or the Union would like to change the coverage, cost sharing, or the plan, both parties must agree upon the changes. Notwithstanding the above, if the District's insurance provider for this coverage unilaterally reduces the benefit levels at the rates the District is currently paying, the District shall not be required to obtain additional or supplemental coverage to make-up for the reduction. Prior to the annual renewal/expiration date of the current medical insurance program the Fire Chief will work with the shop to propose any changes in medical insurance to the board that may be necessary or desired.

The District agrees to contribute \$2,500.00 into each employee's Health Savings Account during the 1<sup>st</sup> week of January each year. Any remaining out of pocket medical insurance deductible (up to the annual maximum), excluding co-pays will be covered by the employer at 100% via a Health Reimbursement Arrangement administered by a third party administrator paid for by the employer.

\_\_\_\_\_  
On Behalf of the Fire District

\_\_\_\_\_  
Date

\_\_\_\_\_  
On Behalf of the Shop

\_\_\_\_\_  
Date