

January 24, 2017

The meeting of the Board of Selectmen held on Tuesday, January 24, 2017 beginning at 6:00 p.m. in the Selectmen's Conference Room, Town Hall.

Members Present: Chairman Brian Mannix, William Rooney, Manny Silva, Carmina Fernandes and Derek DeBarge

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First order of business: The Pledge of Allegiance.

6:00 p.m. Joseph & Elizabeth Teixeira, Red Caravel Treasurers Junk Collector License

Mr. Mannix: Can you tell us why you are here and what you are looking for?

Joseph Teixeira, we are in the antique business for about twenty years and we are looking at having a brick and mortar an actual location. We recently moved back to Ludlow from Belchertown permanently and that is basically why we are here.

Mr. Rooney: Where are you going to be located?

Mr. Teixeira: 200 Center Street, suite 8, Maple Tree Square.

Mr. Rooney: When will you be opening?

Mr. Teixeira: We are behind schedule but we are planning on opening February 1<sup>st</sup>.

Mr. Mannix: No other questions here?

Moved by Mr. Silva seconded by Ms. Fernandes that we approve the Junk Collectors License.  
Vote: 5-0 in favor.

#### Correspondence

12. Polish American Citizen Club, Annual Beano Report.

Moved by Mr. Rooney seconded by Mr. Silva to file item #12.  
Vote: 5-0 in favor.

13. Alcoholic Beverage Control Commission ("ABCC"), Advisory Regarding Recorking of Wine.

Moved by Mr. Rooney seconded by Ms. Fernandes to file item #13.  
Vote: 5-0 in favor.

14. Tim Brennan Executive Director, PVPC, Distribution and request for comments/Feedback on Important PVPC Planning Documents.

Moved by Mr. Rooney seconded Mr. Silva to file item #14.  
Vote: 5-0 in favor.

15. Patrick Paul, District 2 Highway Director, MassDot National Bridge Inspection Standards (NBIS) Bridge Inspection Reports.

Moved by Mr. Rooney seconded by Ms. Fernandes to file item #15.  
Vote: 5-0 in favor.

#### Unfinished Business

Board to discuss meeting with the Zoning Board of Appeals Committee on the 40B project.

Ms. Villano: Mr. Jarvis has a conflict with Tuesday and was hoping the Board could meet with him on a Thursday, on one of their meetings, because of the conflict on Tuesday. I will get some

dates together and we will schedule the meeting and invite representatives from Planning, Conservation, Safety and the Zoning Board of Appeals.

Board signed the "Junk Collectors License" for Red Caravel Treasurers.

Board to approve and sign the Selectmen Minutes of February 2, 2016.

Moved by Mr. DeBarge seconded by Mr. Rooney to approve and sign the Selectmen minutes of February 2, 2016.

Vote: 5-0 in favor.

Board to approve and sign the Selectmen Minutes of February 16, 2016.

Moved by Mr. DeBarge seconded by Mr. Rooney to approve and sign the Selectmen minutes of February 16, 2016.

Vote: 4-1 in favor

Board to approve and sign the Selectmen Minutes of March 15, 2016.

Moved by Mr. DeBarge seconded by Mr. Rooney to approve and sign the Selectmen minutes of March 16, 2016.

Vote: 4-1 in favor.

6:15 p.m. FY18 Budget Discussion

Ms. Villano: The Budget sub-committee has been meeting to discuss the FY18 budgets. You have before you a study of FY12, FY13, FY14, FY15, FY16 and FY17 and then a projection for FY18 of the increase. We have looked at the perimeters of the budgets utilizing whatever the true monetary payroll is and zero to expenses expect justifying if there is a huge project that needs to be done or a repair and possible funding for some projects. There is a copy of the forecast will see the FY18 projected and the revenues and the funding source our excess levy capacity and where we think the new growth is going to be and factored all the revenues. The insurance company has not filed what the percentage yet. So the Accountant looked at what the real number would be as far as percentages in payroll it could be two or two and half percent, so we tried to get a true payroll number for and what the expenses are for.

Ms. Downing: The Accountant has done an excellent job and this looks pretty much what it was last year and pretty accurate.

Ms. Villano: We need to get the budgets going, so we think the true payroll number and what we done recently is true payroll and zero to expenses and then we are going to take a good look at everybody's budget to make sure that they are in line. And do a study of the departments that are consistently come in under budget so that we can take a look and see if we can adjust those budgets and one of them is the public buildings, because of the solar and the taxes and now that we are in a better place as far as the taxes for the solar being exempt and the number those numbers down. We are asking that the Board approve the perimeters of the projection and a two to two half percent to the non-union personnel is usually something that you set and most of the contracts are in negotiation or in a contract so the trend has been for the past several years more than a two percent increase.

Ms. Downing: Putting a zero percent increase on expenses was the same as we did last year, some departments will be lowered because of line items and certain circumstances, but there will be areas where zero percent cannot accommodate contracts and some things need to be taken care of and we sit diligently with each department and go over each line item to where the overages are and we will make changes and they will be tight.

Mr. Rooney: If we are projecting a budget for FY18 that is a one percent increase form FY17 actual and if it is a normal year how are we going to keep our budget to one percent.

Ms. Downing: Correct me if I am wrong but that is the way the numbers fell, based on expenses and the cost of things being less than we expected, I will say it probably will not be one percent it could be closer to two percent.

Mr. Rooney: A substantial piece of it is the health insurance and currently we have no control over it, whatever they come in with, it would be nice when all is done and the FY18 was only

two percent over what it is now. We set parameters and when the final numbers come in they are over the perimeters.

Ms. Downing: We do this every year parameters is not the right word it is a starting point for the budget is where we need to be to start with parameters that are not set in stone cause some things cannot be set in stone this is the jumping off point. The Accountant and the Finance Committee are going to go over everyone's budget for their department and go thru every line item and if it is over then they will have to justify the amount. The numbers may change three times before we actually finish, by the time we get the governors number, health insurance those are two significant changes that could throw this whole thing off and then sitting down with each department that is three separate changes that will happen. The goals and we want to keep the tax rate down of the citizens we want to accommodate our needs and our services. So you need a starting point and this is ours and hopefully it will end up on a positive note.

Mr. Rooney: Whether we call it parameters or starting point here is my concern is if we look at these numbers and have a nice sense of wow things are looking good and then because of other issues unforeseen and now we are getting close to town meeting and instead of a one we are looking at a four or a five what do we do.

Ms. Downing: Unless there is a real situation I do not anticipate that happening.

Mr. Rooney: For health insurance we are projecting to be closer to a six percent, why, the last three years have been four, eight and ten.

Ms. Villano: One may be what you decide to do tonight with the pilot program for the health insurance which is going to be a one and half percent savings, last year we made changes to the drug prescription program that should give us some savings with affecting the design and the percentages we have been doing some changes to the prescription and medication for the retirees and now this plan we should see some savings and we are also anticipating some negotiations. Originally it was ten percent and we thought that was too high and we felt that we should lower it a percentage down to six percent. I am optimistic that we are going to see a lower percentage increase this year over last year.

Ms. Downing: The sooner we can get started these are estimate numbers these are positive numbers and we have worked hard on this and we need to get something to the departments to start working their budgets. We just starting out and we have to give them some guidelines so that they can have times to work their budget.

Mr. Silva: I agree, we have contractual agreements, payrolls that go up and I know we are just projecting stuff and I would be more comfortable with the projection of the last five years than to go up on the expenses.

Ms. Villano: If you would like us to do that we can and we can do that on the new growth.

Mr. Silva: Where are the cuts coming in that are going to bring us back.

Ms. Downing: If you tell someone that we are putting in the extra five hundred thousand or a million they will find a way to put in their budget and they will find ways to spend it, this way if make them analyze the budget knowing that it is zero percent and they have to justify that extra. That is how we are starting this is the process for twenty years, it is not like the old days when you gave out percentages.

Mr. Silva: You are also showing the wrong picture the tax rate reducing two cents.

Ms. Downing: There is no question that is impossible and you are not wrong with that. This is a guesstimate based on these numbers and we think the numbers are going to change and if the numbers change maybe it will go up a nickel or a dime or maybe the funding will come in higher.

Mr. Silva: What has changed in the past few years that we are so low on our projected numbers and if you go back the last five years we are looking at an average of one point seven million increase to the budget expenditures each and every year for the last five years and this year we

have five hundred only. What has changed and where have we cut so much, FY18 we are looking at a very low number, I do not why this coming in so low.

Ms. Collins: That has to do with the assumptions that we made and typically you go and find perimeters that are based on the contracts and then zero percent those numbers have been popular. Typically you go in and find perimeters and you have to go based on the contracts and then zero percent. Those numbers have been populated in here at zero percent.

Mr. Silva: I do not see what has changed in cuts and where we are saving money, not to have a budget of sixty seven six for the total expenditures.

Ms. Collins: Typically you go and find perimeters and they are based on what the contracts are and then zero percent, those numbers have been populated in here and I am not sure what was done in prior years for the expenditure lines.

Mr. Silva: There has to be a million dollars added in, there has to be, nothing has changed in cuts and I do not see where we are saving the money to have a budget of sixty seven six, I think we are more in the lines of sixty eight six.

Ms. Downing: I am going to go back to the fact that we start out telling the departments a zero flat expenditures and we know that will not cut it across the board, you have someone that has a contract for copying machines those contracts go up, paper goes up maybe there is an extra election and you have to send out extra things in Planning. So when they come to us they will say zero percent is not enough and at that point we are going to say how much do you need line by line and then we will total it up if it sounds reasonable then I am guessing that this one percent can go up to two. We have to give them some guidelines so that they can have time to work their budget.

Mr. Silva: We have contractual agreements we have payroll that goes up five hundred thousand dollars even though I know it is just numbers.

Ms. Downing: We had the Special Town Meeting in May, FY16 actual budget was six twenty seven, seven twenty nine and that was at a Town Meeting and last year at the Town Meeting we spent sixty, we are projecting it to be twenty five so that is where we are seeing some of the decreases come in.

Ms. Villano: Over the past several meetings our philosophy of budgeting has changed over the past several years, before it was these are the parameters and they would do their budget and we would not try and think of how it affects the tax rate as much as we have over the last several years. So when we look at the budget parameters and what we want to feed out and what we are looking at and when we forecast and dial it down to see where or how it is going to affect the tax rate. Some of the numbers will change both in revenue and both in numbers may change both in revenue and in expenditures til we get more set numbers so it is educated guesstimate until the numbers come out. That is where the budget and the budget-subcommittee has started over the last several years, but the Finance Committee has definitely over the past several years been acutely aware of how the budget is going to affect the tax rate and with that in the forefront that has helped tighten up some of the budget.

Ms. Downing: It makes each department really analysis the budget and not just throw numbers in, this actually makes them look closely at the budget and if someone comes in and is requesting more money there is lots of things including the School. We do not micro manage and if it makes sense and if it doesn't then we send them elsewhere. And yes we need this approved.

Ms. Villano: I have one point that the Town Accountant just brought up this past fiscal year we had an extra week which is not there and it was a sizeable amount of salary and that will be a big week of decrease in those payroll numbers.

Ms. Fernandes: I just want to thank you because this is a starting point and thank you for starting. This really sets the stage to get going and thank you for all your hard work.

Moved by Ms. Fernandes seconded by to Mr. Silva to accept the perimeters to move on.  
Vote: 5-0 in favor.

Ms. Villano: As the numbers come in we will provide you updates.

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7:00 p.m. Blue Cross Blue Shield – Chris Bailey, Manager of the MIIA Health Benefits Trust, Heidi Fountain, Account Executive for MIIA and Sandra Santuwicz from Blue Cross and Blue Shield.

Mr. Bailey: We are out today to present a program that Blue Cross and Blue Shield is currently offering it is a relatively new idea for the town of Ludlow and could save a little bit of money off of their health insurance, and to present an idea on a program that Blue Cross and Blue Shield. I was here about four months ago and it came out from this meeting that you want to see some solutions to Health Care cost. Blue Cross and Blue Shield presented this program and it can bring savings right out of the box so the minute we implement it, it will be a savings. With Municipal insurance there is a portion of the retirees that over the age of sixty five and they are not eligible for Medicare and a lot of them are teachers or did not pay enough quarters into Social Security so they are eligible for Medicare sixty five, seventy five and eighty five or even older and currently enrolled in the HMO, PPO is responsible for the full claim exposure whereas all of your other post sixty five year old or retirees have Medicare as their primary and town only has that small portion once Medicare pays. This idea is fully vetted by the Attorneys for Blue Cross and Blue Shield and by the MIIA Health Benefits trust is something that we can do and it would provide that the town purchases Part A of Medicare for this individuals that who otherwise would not be eligible from there just like any one of your retirees these individuals would require to pick Medicare Part B and the town would be responsible for paying any Part B penalties that these retirees have. Once they are able to pick up Medicare A & B the town can transfer them to one of their Medicare Supplemental Plans out of the manage Blue and Medicare becomes the primary insurer and takes the Primary exposure for this large claims piece so all inpatient and hospital care is covered to one hundred percent by Medicare for these individuals going forward minus the small Medicare deductible which is a few hundred dollars. All professional fees those are covered eighty percent by Medicare and the town would only be at risk for twenty percent of those. Basically it is taking these retirees and making them equal with the rest of the retired population that is one the same plans and same premiums. The town is able to get out of this large risk exposure for this group and Medicare becomes the primary insurer. It is more than just a cost shift to Medicare. Medicare reimbursement rates are actually lower than what private insurance most cities and towns pay so it is actually a savings it is actually less cost associated as well so while we are shifting the majority of the cost over to Medicare, the total dollars paid actually shirks as well so there is an entire cost saving for the system.

Ms. Fountain: We have done an analysis on the city of Ludlow post sixty five retiree who are not eligible or are not enrolled or eligible for Medicare at this time, and I have included a spread sheet and have done a summary as well. The town of Ludlow currently pays premium to MIIA for these individuals who are enrolled in the active plan of twenty nine thousand seven hundred sixty six dollars and twenty four cents a year and of that the town of Ludlow contributes eighty one percent or twenty four thousand and one hundred ten dollars and the retirees contribution is the balance the nineteen percent. If we were to shift these retirees or if these retirees all shifted all to the Medex plan the premium would go down to eleven thousand four hundred ten dollars and sixty three cents of that the town of Ludlow contributes fifty percent which is five thousand seven hundred five dollars and the retirees contribute the other portion. If the retirees all switch to manage blue for seniors, so with manage blue for senior the balance the premium would be eight thousand six hundred and thirty five dollars and the town of Ludlow contribution to Managed blue would be eighty one percent or six thousand nine hundred and ninety four sixty two and the retiree contribution would be the balance at nineteen percent at one thousand six hundred forty seven one. There are some spouses that are on the active retiree plan that still need to be addressed and need to be maintained on the active plan so there is some spousal coverage premium of two thousand four hundred and eighty six dollars and thirteen cents and the town of Ludlow would then have their eight one percent contribution and the retiree contribution of nineteen percent as mentioned the town of Ludlow would pick up the cost of Medicare Part A which is both the cost of A itself and the penalty there is a ten percent penalty and then there is Medicare B penalty which the town of Ludlow would be picking up at the cost of three thousand four hundred thirty four hundred thirty dollars and the retirees themselves would pick up the Medicare premium. There are twenty nine post sixty five retirees on the town of Ludlow active plan so as I said twenty nine individuals the insurance premiums is about twenty thousand

dollars and those are the town of Ludlow retirees contributions stated in the spread sheet. The medical claims and RX impact for this group of twenty nine individuals for FY16 was four hundred and ninety six thousand dollars and for FY17 it was four thirty. If everyone went on Manage Blue for Seniors is the most popular plan for Seniors participation is three hundred and eight retirees and Medex is thirty eight, so with everyone going into manage blue for seniors the difference per month the town Ludlow would be fifteen hundred dollars and the difference for the retiree contribution would be three hundred and twelve dollars across the all twenty nine of those retirees.

Mr. Silva: Do we have the authority to make them move to the plan or is it voluntary?

Mr. Bailey: It is the requirement that everyone join and it is vetted thoroughly by our attorneys that if you pay for the part A that is the only part that you cannot get for free and that is the only difference Medicare eligible for retirees they get Part A for free. It will be the requirement that everyone go to the plan and if they choose those Plans the benefits are actually better on those Plans retirees have lower exposure for copayments. Blue Cross has done this in the town of Ware as a pilot and all retirees were on Board and they received a better benefit and the retirees are going to pay lower premiums for the plan because they are less expensive and the town saves money.

Ms. Santuwicz: We did this for the town of Ware we started with an account that had fifteen that needed to move over and it was very manageable for them and they were our first to say we are willing to give this a try and see how we can make this work. The retirees that moved over were thrilled it is a situation where the town gains and the retirees and they never thought they could get to the Medex plan and talking to the other retirees and friends saying this is such a great plan, this is a situation where the town gains and the retiree also gains.

Ms. Fountain: This is not what you are doing for the twenty nine retirees that are on the plan and post sixty five now also anyone who is actively at work and will be retired someday that may not still be eligible for Medicare at that time because if you set the presence now this is the plan that you offer to your post sixty five retirees that are eligible and you are reducing the future retirees who are not Medicare eligible liability of that as well. As we get older we need more services so you are also helping the active population.

Ms. Fernandes: Medicare is not getting an additional cost, there is a cost savings if you buy in bulk is that what happens when you have these new people on Medicare.

Ms. Santuwicz: Medicare cost structure is a little bit different than commercial insurance cost structure.

Mr. Bailey: They have a whole fee schedule that applies because they have millions of people on Medicare they can dictate what the fee schedule is, so they just tell you this what they will get and the hospitals have to accept it that those rates are lower than what most carries pay.

Ms. Fernandes: If they just increase the age from sixty five to seventy.

Mr. Bailey: Once individuals are on Medicare they will pull them back off so it would have to on a premium moving forward basis where it would be grandfathered in and the only logical way that they could implement it.

Ms. Fernandes: You have tested this in Ware, has anyone else tested it elsewhere in a larger group.

Ms. Santuwicz: We just rolled Ware out for July 1, 2016 so they are in there first year of doing this and we wanted to start small certainly because Blue Cross doesn't want to bring this if it is not a true method. We are gaining a lot of momentum and accounts are asking us to look at what their population looks like so we are really starting to talk about it and it is matter of time and some accounts may not be ready for July 1, 2017 but certainly for all the municipal accounts across the state there has been this heighten awareness in having us really start to talk about this with potential for other communities to start it for seven one eighteen.

Ms. Fountain: We looked the date with our key clients and the largest accounts and took a look at the data and thought about accounts that may interested in creative solutions and that is why we are here to see what can be done to control cost.

Mr. Bailey: The one potential drawback is the time frame on this tight and the open enrollment period for individuals to enroll to pick Medicare A & B is actually right now so MIAA Health Trust is working with Blue Cross Blue Shield, so as it stands right it is real cost savings and they can have an upfront impact and a long term impact on their budgets.

Mr. Rooney: Does Medicare have any objections to this?

Mr. Bailey: No, not yet. It really is a drop in the bucket when you have a pool of thirty five or forty million people to add on. You are paying the premiums and the penalty.

Ms. Fountain: The only solution that we are picking up here is the Town is picking up the Medicare A portion and penalty of people have been able to buy into Medicare A when they have not had enough quarters in place, the only new concept is how it works and offsetting the cost on your active employee plan with paying the A premium and putting these retirees onto Medicare, so the whole concept is not new.

Ms. Fernandes: Sending that payment is not illegal.

Ms. Fountain: It has been vetted. The Attorney for said there is no reason why.

Mr. Rooney: Is there any requirement that it has to be collectively bargained for the twenty retirees.

Mr. Bailey: It doesn't have to be collectively bargained, generally you don't collectively bargain for your retirees. They will be getting better benefits and paying less in their premium.

Ms. Santuwicz: I can speak as to what Ware did for their fifteen they sent a letter to each retiree in what they were doing any why and instructions on what they needed to do next, it is up to the retiree to contact Social Security and the effective date is July 1<sup>st</sup> they would enter Medex or Manage Blue for Seniors the program for July 1, so it is up to the retiree. There was only fifteen and we did only one meeting and we had a good response. In which they came in and we went over the plan.

Ms. Fountain: They sent letters, we did a presentation and personal phone calls an outreach explaining everything they did a lot of close contact. After the meeting all left they were very excited about the program they did do a lot of very close contact to make sure retirees felt comfortable.

Mr. Bailey: The MIAA Health Trust will be putting our resources toward this to help the town we have a full enrollment in customer care service team and we have a program coordinator who heads all retiree products and she would spree head the project and work the town to draft a letter and we would set up meetings and answer any questions that the retirees have basically to help drive the process.

Ms. Santuwicz: I have worked closely with my legal team that really helped them put it in place when they were struggling with budget concerns and what to do at their request and we identified this as an area that we can help with.

Ms. Fountain: You have three hundred and eight managed Blue for seniors now and you have thirty eight on the Medex plan while the twenty nine will be impacted by change they now be aligned with the rest of the retiree population.

Mr. Bailey: We will give you a one point five percent savings this year up front and the rest of the savings will be on the July one renewal and the remaining two percent will flow thru in the next year or two as the claims dollars are lower.

Ms. Fountain: Around benefit to the retirees as the town might need to make changes to the benefit plan for the active employees this is a way to control cost and the retirees are not

impacted by the changes. If the town needed to make co-pay changes and deductible changes to help control cost with the active plan these retirees are not impacted. Also they will have a richer benefit and be aligned with others.

Ms. Villano: It would be good to present this the Insurance Advisory Committee also so they may have a good understanding, so that they can take it back to their Units and talk about it amongst themselves.

Mr. Mannix: Can you set up two meetings with the retirees. At the moment I really support the concept and I know the town of Ludlow insurance is one the best. It's a considerable savings for the town.

Ms. Villano: You are going to approve to present this to the retirees and the insurance advisory committee.

Moved by Mr. Silva seconded by Ms. Fernandes that the Board approves this program and moves forward to implement the program the best we can.

Vote: 5-0 in favor.

Ms. Villano: For this portion they will present the options that will give you the cost savings and the options for a plan design change HMO Health plan comparison and one is PPO.

Ms. Fountain: You had asked for some possible savings on the employee health care plans, I have drafted two comparison, one is a comparison where the town of Ludlow current HMO Health Plan with our bench mark plans and the other is for the PPO. There are three alternatives and the first one is our benchmark plan without a deductible and the prescription drug copayments go up, the other is copayment for high cost imagine with the slight plan design changes taking specialties up to thirty five and the savings is about four point two percent per year. The plan is benchmark one and this has a deductible the rest of the plan remains the same except you now have a deductible upfront for inpatient care and imagining and that deductible is two fifty for individuals and seven fifty for individuals and with that plan is about a six point eight percent in savings and the very last plan is benchmark two and this our plan that is aligned with the GIC so it has a three hundred dollar individual deductible and nine hundred family and going to that plan would bring a nine percent savings. So if the town of Ludlow was looking at making changes it most likely wouldn't be what you have currently have all the way over to benchmark two. I also have done plans on a PPO platform and the savings are somewhat similar they are slightly higher put there are fewer people on that plan.

Mr. Mannix: If we decide to go to some other plan does this have to be negotiated to Insurance Committee.

Ms. Villano: Absolutely all of this will have to be presented and negotiated.

Mr. Rooney: What is driving our concern is the skyrocketing cost of health care and when we look at it from a budget stand point it's unsustainable we have looked at the last few years and there have been some sustainable increases and we cannot afford that as a town. As far as I am concerned we need to get a change either thru the eighty one nineteen or a change in the plan design one way or the other we need to get some savings, we cannot sustain that cost for health insurance.

Mr. Fountain: The rising of health care cost on municipalities is a problem and it is really protected by collective bargaining and these are very good benefits and we did a study and it showed that municipality on average can raise revenues two point five percent a year and cost increases on average are eight percent per year and how does that project out five years, ten years, twenty years it just takes off and it absolutely becomes unsustainable and it is an issue state wide. With our connection with the Mass Municipal Association we are taking a study and taking right onto the desk of the Mass Municipal Association to say this is what is happening but the study really is shocking and puts in black and white and in five years it will be a breaking point where cities and towns are going to say I just cannot do it anymore.

Mr. Rooney: One of the things to follow up on we need to make some changes we cannot sustain those increases, we are doing a disservice to the whole town if we continue with the increases.



My sense is whatever that process is, we need to follow up with our insurance advisory committee and our employees.

Mr. Fountain: It should be noticed that we have that benchmark two plan which gives a nine point five percent savings off your HMO Plan this is the benefit design that the GIC currently uses which is expiring and the GIC is even going further down the line with more benefit changes on July 1<sup>st</sup>. Your benefits are ten percent better than the GIC right now.

Ms. Santuwicz: The challenges from a health carrier perspective we can knock your rates down but that means we cannot cover everything that you want to have so how do you balance it and there's a cost to these types of treatment but certainly we are not going to say you cannot have that treatment but the only way to knock down that cost is thru lowering the cost of the services that the people are using and that certainly is not the role of the carrier.

Mr. Fountain: Here in Massachusetts we have the best care and the most expensive care, there is a level of care that is amazing and expensive.

Mr. Rooney: What is the employer employee split in the GIC.

Mr. Fountain: Seventy five, twenty five split.

Mr. Rooney: How quickly could we implement a plan design change?

Ms. Fountain: We would need sixty days in advance so if you wanted it for July 1<sup>st</sup> it would have to be wrapped up by May 1<sup>st</sup>.

Mr. Mannix: Thank You.

Mr. Rooney: We need to decide what we are doing next?

Ms. Villano: There is an executive session scheduled at the end of this meeting to discuss their decision. It is negotiated.

Mr. Mannix: I would like to sit and look at it and discuss it, into executive session then we can have a discussion as to where exactly what direction we are going in.

New Business

Board to affirm any and all votes taken at the meeting of September 20, 2016 as reflected in those minutes.

Moved by Mr. Rooney seconded by Ms. Fernandes to affirm any all votes taken at the meeting of September 20, 2016.

Vote: 5-0 in favor.

Board to affirm the appointment of James Goodreau and Ken Batista as the Trench Permit Authority Officers as required pursuant to M.G.L. c82a, s.2 and 520 CMR 14.03.

Moved by Mr. Rooney seconded by Mr. Silva to affirm the appointment of James Goodreau and Ken Batista as the Trench Permit Authority Officers as required pursuant to M.G.L. c82a, s.2 and 520 CMR 14.03.

Vote: 5-0 in favor.

Board to approve and Chairman to sign the Town of Ludlow portion for the Fiscal Year 2018 Contract for Non-Federal Match Title IIIA Older America Act.

Moved by Mr. Rooney seconded by Mr. DeBarge to approve and the Chairman to sign the Town of Ludlow portion for the Fiscal Year 2018 Contract for Non-Federal Match Title IIIA Older America Act.

Vote: 5-0 in favor.

The Board signed the Warrants and Abatements

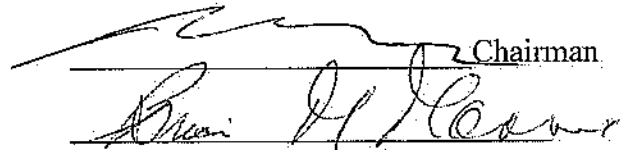
Moved by Mr. Rooney seconded by Mr. Silva to sign Warrants and Abatements.  
Vote: 5-0 in favor.

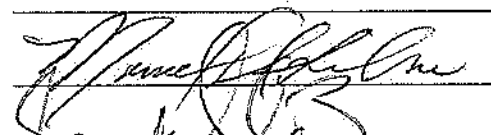

The Board enter into Executive Session for the purposes of labor negotiations with Unions pertaining to Health Insurance at 8:32 p.m. and not return.

Vote: 5-0 in favor.

Ms. Fernandes yes; Mr. Silva yes; Mr. Rooney yes; Mr. DeBarge yes; Mr. Mannix yes.

Vote: 5-0 in favor.

  
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Chairman

  
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Ludlow Board of Selectmen

All related documents can be viewed at the Board of Selectmen's Office during regular business hours.