



City of Leavenworth
100 N. 5th Street
Leavenworth, Kansas 66048

CITY COMMISSION STUDY SESSION
COMMISSION CHAMBERS
TUESDAY, AUGUST 19, 2025 6:00 P.M.

Welcome to your City Commission Study Session – Please turn off or silence all cell phones during the meeting
Meetings are televised everyday on Channel 2 at 6 p.m. and midnight and available for viewing on YouTube

Study Session:

1. Presentation from Workforce Partnership (pg. 02)
2. Presentation from Leavenworth Main Street Program (pg. 03)
3. Camp Leavenworth Update (pg. 04)
4. Employee Benefits Plan Renewal (pg. 05)
5. Public Works Update (pg. 07)

**STUDY SESSION POLICY REPORT
PRESENTATION BY
WORKFORCE PARTNERSHIP**

AUGUST 19, 2025

ISSUE:

Roberta Rowland, Business Services Manager of Workforce Partnership will present an annual report to the City Commission.

**STUDY SESSION POLICY REPORT
PRESENTATION BY
LEAVENWORTH MAIN STREET PROGRAM**

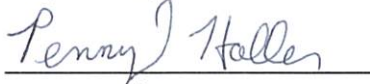
AUGUST 19, 2025

ISSUE:

Haley Shaw, Executive Director of Leavenworth Main Street Program will present an annual report to the City Commission.

STAFF REPORT
Camp Leavenworth Update
August 19, 2025

Prepared By:



Penny Holler
Assistant City Manager

Reviewed By:



Scott Peterson
City Manager

BACKGROUND:

There have been several emerging items for the City's annual Camp Leavenworth event since the Commission's last update in June. O'Neill Events and Management will provide the latest information on the September 26 and 27 event.

POLICY REPORT– 25-01
Employee Benefits Plan Renewal
August 19, 2025

Prepared by:


Lona M. Lanter
HR Director

Reviewed by:


Scott Peterson
City Manager

ISSUE: Review the current options for employee benefit renewal to be effective December 1, 2025.

BACKGROUND: The City has contracted with United HealthCare (UHC) for employee medical insurance since December 2005. The partnership with UHC over the last 20 years has been a successful one in which UHC has given concessions on multiple occasions over the years in terms of premium increases. The City has unfortunately experienced several years over the last twenty in which we experienced significant large claims that impacted our renewals. Through all of those years, UHC remained the most competitive provider for the level of coverage provided and the premiums to go with those plans.

Staff recently learned of the ability for local municipalities to join the State Employee Health Plan (SEHP) and started doing research on this option near the beginning of the budget discussions. At that time, the SEHP rates available were the 1/1/2025 premiums, which compared to our current premiums identified a significant premium savings to the City. Additional research was completed to review plan coverage and carriers and the requirements for joining the State plan were requested and reviewed. During this process, more information on plan premiums was obtained and employer premiums under the State plan change on July 1 of each year. Based on this design, the SEHP premiums that were initially received and reviewed, have increased twice an average of 8% each time. In addition, during this time we received the initial premium renewal from our current provider, UHC, which resulted in a decrease in premiums of 8.1%. As a result, the initial premium savings that were projected from moving to the SEHP would not be realized as expected.

Based on this information, Staff advised our broker to conduct a market search to see if any comparable health plans could be identified at less cost to obtain greater premium savings for both the City and the employees. Staff worked with Reilly and Sons/Acrisure to solicit bids to provide the City's employees with alternative health care. Bids were requested from other health care carriers and at this time two quotes have been received in addition to the renewal quote from UHC, one from Aetna and one from Cigna. Cigna rates were not competitive in relation to our current provider; however, Aetna has provided a bid with an approximate 20% premium savings in comparison to our current rates and is being explored for plan design comparison at this time. Initial review of the plan highlights shows a very comparable plan design to what is currently in place under UHC.

Additional bids/quotes are still expected from one or two additional carriers and will be reviewed upon receipt. However, at this time the bid from Aetna is providing the most significant cost savings in comparison to our current premiums and also when comparing to the SEHP. Based on the long term relationship with UHC, the intent is to approach UHC with the market information to see if they are able to match or come close to the low bid from Aetna before proceeding. Without a comparable bid from UHC, the City will likely be recommending a change in carrier to accept the low bid from Aetna.

Our current dental coverage is through Delta Dental. Last year's renewal with Delta provided a 2-year rate guarantee which provides the City a flat renewal, no increase, with no plan design changes for the new plan year.

The City currently insures through UHC for vision coverage. Last year's renewal from UHC Vision provided a 3-year rate guarantee which provides the City a flat renewal, no increase, with no plan design changes for the next two years.

We will continue to analyze any additional bids/quotes that come in from the market search and conduct a more thorough review of the plan design/coverage being offered from Aetna. We will be formally withdrawing our letter of intent to the State for inclusion in the SEHP for the new plan year, but will ensure that option is reviewed each year based on premiums and anticipated renewals.

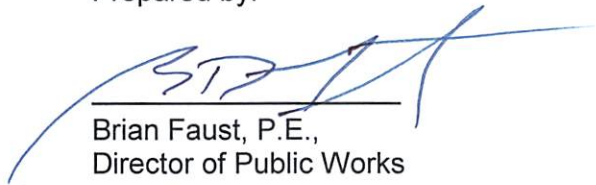
Formal approval of the recommended coverage for the new plan year will be presented within the next few weeks and additional details will be available at that time. Since there will likely be plan design changes to the medical coverage, or a possible change in carrier, this will require all employees to complete enrollment forms for their selected level of coverage in the new plan year. Open enrollment informational meetings for employees and retirees will be held during the first couple of weeks of October and will be set up in the same manner as previous years.

BUDGET IMPACT: UHC provided an initial renewal reflecting an 8% decrease from current rates, which does not meet the budgeted amount of the 15% reduction we utilized for planning purposes. However, the recent bid from Aetna provides an approximate 20% decrease in current premiums which would allow the planned mill increase to remain at 1.649 versus the initially proposed 2.884 increase and may also allow for a modest (1-3%) salary increase for City employees. This salary increase would be dependent upon the final benefit renewal bid that is accepted and the savings gained over and above the projected 15% reduction.

STAFF REPORT
PUBLIC WORKS UPDATE

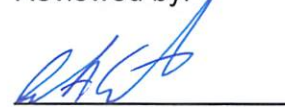
August 19, 2025

Prepared by:



Brian Faust, P.E.,
Director of Public Works

Reviewed by:



Scott Peterson,
City Manager

ITEM:

Receive update from Public Works on current and future projects along with some of the challenges facing Public Works.