



Jackson County Missouri

Jackson County Courthouse
415 E. 12th Street, 2nd floor
Kansas City, Missouri
64106
(816)881-3242

Request for Legislative Action

File #: 25-503, Version: 1

REQUESTED MEETING DATE: 10/20/2025

Resolution No.: 22082

SPONSORS:

Sponsor: Charlie Franklin

October 20, 2025

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To be confirmed by County Counselor's Office:

STAFF CONTACT: Gina Campbell

PHONE: 816 881 3140

EMAIL: gcampbell@jacksongov.org

DEPARTMENT: Human Resources

TITLE: Requesting to award a twelve-month extension to the term and supply contract with Blue Cross Blue Shield (BCBS) of Kansas City, MO, for employee group health insurance, pursuant to the recommendation of the County's Employee Benefits Consultant, CBIZ Benefits of Kansas City.

SUMMARY: On September 26, 2024, Resolution No. 21730, awarded a twelve-month Term and Supply Contract with one twelve-month option to extend, for the furnishing of employee group health insurance for Jackson County associates to Blue Cross Blue Shield of Kansas City, Missouri. The BCBS contract will provide 4 different health plans. (1-Preferred Provider Organization (PPO), 1-PPO Qualified High-Deductible Health Plan (QHDHP) HSA, 1-Exclusive Provider Organization (EPO), and 1- EPO Qualified High-Deductible Health Plan (QHDHP w/Spira) HSA. As announced in the 4th quarter of 2024, the HMO plan will no longer be offered in 2026. Jackson County will continue its Self-Funded healthcare for all associates with the selection of Blue Cross Blue Shield Local Administrative Services Only (ASO). The County will pay out of pocket for associate health claims and use BCBS Local to provide administrative services, i.e. customer services or claims processing.

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The increase costs for healthcare for 2026 is \$1,798,120.00. We propose this be absorbed by Jackson County. If approved, this would result in no increase to premium costs to Jackson County associates. The 2026 plan types and rate options are attached. Pursuant to Section 1054.6 of the Jackson County Code, Human Resources recommends awarding a twelve-month (12) Term and Supply extension for furnishing employee group health insurance to Blue Cross Blue Shield of Kansas City, pursuant to the recommendation of CBIZ Benefits of Kansas City.

FINANCIAL IMPACT:**NO** ☐

Amount	Fund	Department	Line-Item Detail

YES ☐**ACTION NEEDED:** Choose an item.**ATTACHMENTS:**

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