

About Open Enrollment

Open Enrollment is the time during the year you are able to change your health and dental elections. **Henrico County's Open Enrollment period for retirees enrolled in Delta Dental and/or Anthem's pre-65 retiree plan will be from 11/1/2025 – 11/25/2025.** These enrollment changes are effective January 1, 2026.

If you are enrolled in a Medicare supplemental or Medicare Advantage plan, you don't need to make any immediate changes. **The Medicare Open Enrollment period is 10/15/2025 – 12/7/2025,** during which you will receive additional information from **Via Benefits** and a postcard from Henrico County's Benefits Office. You can remain covered under your Delta Dental plan once you become eligible for Medicare.

As we approach Open Enrollment, keep an eye out for communications from our office with important information and updates. Retirees are also encouraged to visit employees.henrico.gov/benefits/oe/retiree_oe/ for the latest resources and details.

Updates to Your Personal Information

Be sure to update the Benefits Office with any changes to your personal information. We want to ensure everyone receives important reminders about deadlines or benefit changes. Updates can be made by using the Personal Information Change Form found on the retiree website or by contacting our office by phone or email.



Our Mission

We are here to support you through all stages of your retirement.

Get in Touch

HR Benefits

(804) 501-7371

HR-Benefits@henrico.gov

Empower

Chip Richardson: (804) 221-1474

chip.richardson@empower.com

Virginia Retirement System (VRS)

1 (888) 827-3847

Via Benefits

1 (866) 322-2824

Henrico County
Human Resources Department
Benefits Division

THE RETIREE DIGEST



Providing Benefits Information
for Actively Enrolled Retirees
through Henrico County

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VIRGINIA RETIREMENT SYSTEM (VRS) NEWS

As of July 1, 2025, cost-of-living adjustments (COLA) were made to the VRS defined benefit to assist with rising costs. There is also an increase to the hazardous duty supplement on July 1, 2025, for eligible retirees. You can find additional information on these benefits and **view your direct deposit schedule** at varetire.org/retirees.

KNOW YOUR OPTIONS BEFORE RETURNING TO WORK

If you're thinking about working again, make sure you understand how it could affect your benefits. While working for a non-VRS employer won't change your pension, taking a covered position (full-time) with a VRS-participating employer will stop your monthly payments.

You'll rejoin VRS as an active member, and any cost-of-living adjustments you've received will end. When you retire again, subsequent COLAs will be calculated as if you were retiring for the first time.

Retirees who return to work in part-time (non-covered) or critical shortage positions with a VRS employer must meet certain requirements, including the required break in service.

Call **VRS at 888-827-3847** to determine the effect of accepting covered or non-covered employment on your current and future retirement benefits.

EXTRA SUPPORT AT YOUR FINGERTIPS

Did you know as a retiree you still have access to the County's **Employee Assistance Program (EAP)** through Anthem? This benefit offers confidential support for you and your household, covering challenges from finding care for loved ones to financial issues at no additional cost. Services include counseling (6 free sessions per concern), financial planning, legal consultations (30 minutes per issue), and professional-personal balance resources for caregivers, childcare, pet care, and more. Additionally, you have access to educational articles, podcasts, and online seminars.

You can reach them at **855-873-4932** or visit anthemeap.com/henrico.

STAY ACTIVE WITH FREE FITNESS CENTER ACCESS

In addition to the Training Center gym, retirees also have use of two fitness centers at **Deep Run & Eastern Henrico Rec Centers** at **no cost** through Recreation and Parks after completing the necessary paperwork. A family member can be added for just \$10/month, or choose a family membership for \$20/month.

For more information, visit employees.henrico.gov/benefits/fitness.



TIPS FOR A HEALTHY RETIREMENT

Staying healthy in retirement doesn't have to be complicated. Small steps can lead to big improvements in your overall wellness! Along with staying active and eating well, don't forget the importance of preventative care. Annual screenings, routine check-ups, and staying up to date on vaccinations can catch potential issues early and keep you feeling your best. Good health is key to enjoying your retirement to the fullest.

ADDITIONAL RESOURCES

Check out the websites below for ongoing updates and events!

employees.henrico.gov/benefits/retiree-benefits
henricolibrary.org
henrico.gov/rec
henrico.gov/calendar/category/events
varetire.org/retirees