



HENRICO COUNTY  
**HUMAN RESOURCES**  
Engage • Educate • Empower

## EMPLOYEE BENEFITS

*The County of Henrico is committed to offering a comprehensive employee benefits program that helps our employees stay healthy and feel secure.*



### HEALTHCARE

Henrico County offers three POS plans through Anthem Healthkeepers for full-time and part-time benefit eligible employees. Prescription drug and vision are included. The County provides a supplement towards the cost of health insurance for full-time employees.

### DENTAL

Henrico County offers three options for dental coverage through Delta Dental of Virginia. All Delta Dental members have access to the Amplifon Hearing Healthcare Program at no additional cost.

### FLEXIBLE SPENDING ACCOUNTS

Henrico County sponsors pre-tax healthcare and dependent (day care) flexible spending accounts.

### VOLUNTARY BENEFITS

Employees may enroll through Pierce Insurance for pre-tax supplemental benefits such as Vision - Materials Only, Group Accident, Group Critical Illness, and Group Hospital Indemnity. Post-tax supplemental benefits include LegalEASE, Identity Theft Protection, Life Insurance with Long Term Care and Pet Insurance.

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP provides professional counselors to full-time and part-time employees and their household members dealing with challenging life events.

### RETIREMENT

All full-time employees participate in the Virginia Retirement Plan (VRS). All eligible employees have a mandatory contribution of 5% (pre-tax) to their retirement account through VRS.

Full-time and permanent part-time employees are eligible to participate in our 457 deferred compensation program with Empower.

### LIFE INSURANCE

For full-time employees, life insurance is a part of the Virginia Retirement System and is 100% paid for by the County. Eligible employees receive 2x their salary in the Basic Group Life Insurance Plan. Optional Life Insurance is available for additional employee coverage and to cover eligible dependents.

### DISABILITY INSURANCE

Henrico County offers short-term disability through MetLife with three options of 60% income replacement. VRS Hybrid Plan Members may enroll for one year during their one-year waiting period for the Hybrid Disability Program (at no cost).

Full-time employees who are not eligible for the Hybrid Disability Program are automatically enrolled in long-term disability after six months of full-time employment. The benefit may begin on the 91st day following a disability. Employees may purchase additional coverage for a salary of more than \$50,000. Hybrid employees are covered under long-term disability after one-year of full-time employment.