



COMMONWEALTH OF VIRGINIA
COUNTY OF HENRICO

Department of Human Resources

October 31, 2025

RE: 2026 Annual Benefits Open Enrollment Period for COBRA Coverage

It's time for Henrico County's COBRA 2026 Annual Benefits Open Enrollment. This year's Open Enrollment period will begin on **November 15, 2025, and end on December 15, 2025**. During this Open Enrollment period, you may make changes to your coverage for plan year 2026, such as: add or drop dependents, drop coverage, or change plans.

Important Information for 2026:

- **Anthem Plan Updates:** Minor adjustments will be made to individual deductibles across all plans, to include a separate family deductible. There will be no changes to the Premier POS out-of-pocket maximum and there will be a minimal increase to the Standard POS out-of-pocket maximum.
- **Monthly Premiums:** All plans will see a rate increase beginning January 1, 2026. This includes both health and dental insurance.
- **KeyCare PPO (Out-of-Area) Plan Members Only:** HealthKeepers ASO products will be available for out-of-state membership. Regardless of the state you live in, Blue Cross Blue Shield honors the Anthem HealthKeepers plans. You now have the option to enroll in one of the other three plans. *Please review the healthcare side-by-side comparison for an overview of those options.*

Act before December 15, 2025:

If you need to make changes to your current coverage, please return completed forms to TASC via one of the following means:

By Mail: TASC
PO Box 14015
Madison, WI 53708-0015

By Fax: 608-663-2753

By Service Request: www.tasconline.com

If you choose to upload the document via Support Request, the option to submit is in the upper right-hand corner of the online account or you can use your mobile app to take a picture and upload the form(s).

If you have questions related to making changes or updates to your benefit elections, please contact TASC at 800-422-4661. If you have questions related to the plans and coverage, please contact Donna Ragland at rag015@henrico.gov or 804-501-4272, or Betsy Balser at bal02@henrico.gov or 804-501-4355. Digital copies of the health and dental booklets are available online at <https://employees.henrico.gov/cobra/> and you may contact our office to request physical copies to be mailed to you.

If you do not need to make any changes to your current coverage, no action is required. Your current elections will continue into 2026 at the new rate(s).

Sincerely,

HR Benefits
804-501-7371

Enclosures

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PARHAM AND HUNGARY SPRING ROADS P.O. BOX 90775 HENRICO, VIRGINIA 23273-0775
<https://henrico.gov/hr/>