

Subject: HR Director Message: 2026 Open Enrollment

Body:

Open Enrollment is right around the corner for your 2026 Henrico County Employee Benefits. Open Enrollment will begin on Saturday, October 4, 2025, and will end on Friday, October 31, 2025, at 4:30pm.

As part of our continued commitment to remain transparent, we want to keep you informed of what to expect for the upcoming year.

We are proud to remain a regional leader in employee benefits, offering platinum-level health plans that provide exceptional coverage for you and your families. While we continuously strive to minimize the impact of changes, it's important that we also plan for the long-term sustainability of our programs.

We understand that rising costs are affecting many aspects of daily life, and healthcare is no exception. Like many other goods and services, healthcare costs continue to rise. As always, our goal is to keep your out-of-pocket costs as affordable as possible. Next year, employees will see a slight increase in premiums, along with the first changes to deductibles and out-of-pocket maximums in five (5) years. These adjustments help us maintain one of the region's most competitive benefits packages, reflecting our ongoing commitment to your health, financial security, and overall well-being.

We're also excited to share a new benefit: starting January 1, 2026, employees and their dependents enrolled in the Premier POS and Standard POS health plans will have free access to **Vera Whole Health**, a near-site advanced primary care clinic. Vera is an **in-network provider with Anthem**, and the **cost of your visit will be covered**, giving you high-quality care at **no cost**. Whether you need a primary care provider, want a change, or need urgent care, Vera is here to support your health. More details will be shared soon.

The good news is that even with these changes, our benefits package remains one of the most competitive in the region – a reflection of our ongoing commitment to your health, financial security, and overall well-being. To better understand the full value of what is provided through your employment with Henrico County, we encourage you to review your personalized total compensation statement, available through Employee Direct Access.

See how our deductibles, out-of-pocket maximums, and 2025 employee premium costs [compare with our neighbors](#).

We'll be sharing more detailed updates and helpful reminders leading up to and throughout Open Enrollment, so please keep an eye on your email for important information.

Thank you for your continued commitment and for making Henrico County an outstanding place to work.

Best,

Yvette D. George, PHR, SHRM-CP, CPSP
Human Resources Director

