



MEDICAL & VOLUNTARY BENEFITS



HEALTHCARE

Henrico County offers three point-of-service plans through Anthem Healthkeepers for full-time and part-time benefit-eligible employees. Prescription drug and vision coverage are included. The County provides a supplement toward 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 (FSA)

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

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.


VOLUNTARY BENEFITS

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




HENRICO COUNTY
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Engage • Educate • Empower


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