

Unified Regulatory Plan of the Department of Administrative Innovation for State Fiscal Year 2026

Prepared on July 1, 2025

Description of Agency or Boards

The Virginia Department of Human Resource Management (DHRM) is the central human resource agency for the Commonwealth of Virginia. DHRM is responsible for introducing technology and system solutions for the management of people-related data and processes. Equal employment opportunity remains a top priority with an expanded focus on diversity, equity and inclusion within the workplace. Operating in a decentralized human resources environment, DHRM is required to administer a program of evaluation of the effectiveness of performance of personnel activities of the agencies of the Commonwealth.

Action/Stage or Guidance Document Forum ID (if available) N/A	
Title of Proposed Regulatory Action or Guidance Document Full update of Chapter 20 Commonwealth of Virginia Health Benefits Program regulation	
Brief Overview DHRM will start the process to do a full update of the entire regulation. We have identified forms to combine, fees to remove and obsolete language that needs to be removed and or fixed from the regulation. There are also waiting periods and deadlines that are no longer applicable.	
Regulatory Stage (check one box)	☒ NOIRA ☐ Proposed ☐ Final ☐ Emergency or Emergency/NOIRA ☐ Revised Proposed ☐ Fast-Track
Additional Description	☐ Expedited Review Requested ☐ Exempt Action ☐ Guidance Document
Legal Authority	☐ Action required by federal statute ☐ Action required by state statute ☒ Discretionary Action
Deregulatory Component	These updates will allow DHRM to work towards the goal of a 25% reduction in our regulation. It will also streamline and provide an accurate account of the regulation for localities and school divisions who participate in the Local Choice program.
Expected Date	September 2025