

## Benefits Open Enrollment is Coming!

At the City of Hampton, we know how important it is to have comprehensive, affordable health benefits. That's why we offer competitive plans that can provide protection, peace of mind, and savings.

It's time for you to begin thinking about your 2022 benefits choices. We conduct an annual open enrollment period during which benefits-eligible employees can enroll in, make changes to, or waive their benefits. **Open Enrollment for the 2022 plan year will begin on October 25, 2021 and end on November 5, 2021.**

### Hybrid Open Enrollment

Open enrollment will include some **new and exciting changes!** We have partnered with Employee Family Protection (EFP), to create a paperless and streamlined process. This year we will introduce a Hybrid Enrollment that will provide three options to process and confirm your benefit elections.

- Option 1: Utilize a web-based self-service enrollment option
- Option 2: Utilize EFP's Benefit Counselor Call-Center to learn about benefits and enroll over the phone
- Option 3: Utilize self-service while speaking with a EFP Benefit Counselor

### Your Responsibilities During Open Enrollment

This year will be an **active enrollment** where you will need to review, or enroll in, or waive and confirm your benefit choices. During this time we also encourage you to take the time to update your personal demographics, if needed. A periodic active enrollment helps to ensure all of your maintained data is up-to-date and accurate. It's important to take time to review your current benefits and determine whether they still meet the needs of you and your family.

### Where to Find More Information

You will soon have a benefits guide available to **help you navigate** through the process and make the best choices for you and your family. More information about our benefits plans will also be available during upcoming Open Enrollment communications, meetings and webinars. Please look for meeting invitations coming very soon.

### Qualifying Event

After open enrollment, you cannot make changes to your coverage during the year unless you experience a change in family status, such as:

- Loss or gain of coverage through your spouse
- Loss of eligibility of a covered dependent
- Death of your covered spouse or child
- Birth or adoption of a child
- Marriage, divorce, or legal separation
- Switch from part-time employment to full-time employment



You have 30 days from a change in family status to make changes to your current coverage.

## Stay Tuned

In the upcoming weeks, **stay tuned** as we will send out communicate with you and provide dates for upcoming webinars, instructions on utilizing the Hybrid enrollment options, and introduce you to additional benefit options for you and your family.

## Questions

If you have questions in the meantime, contact the Benefits Staff at [cohopenrollment@hampton.gov](mailto:cohopenrollment@hampton.gov) or 757-727-6230.

**We Welcome You to the 2022 Open Enrollment Season!**

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