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INFORMATION ON

Pay or Play Program (POP)

Produced by

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Purpose

The Pay or Play Program aims to level the playing field for contracts between bidders that choose to offer health benefits to their workforce and those who do not and offset the cost of providing healthcare to uninsured people in the Houston/Harris County area.



Pay or Play Program Overview



POP was established by Ordinance in July 2007 and is governed by Executive Order 1-7.

POP is applicable to:

- City of Houston prime contracts that are valued at or over \$100,000
- Related subcontracts valued at or over \$200,000.

POP is NOT applicable to:

- Contracts whose primary purpose is for the procurement of property, goods, supplies and/or equipment, inter-governmental contracts, intergovernmental agreements or cooperative purchasing agreements.



Pay or Play Program Overview



Executive Order 1-7:

Mandates that contractors provide employees a minimal level of healthcare benefits or to contribute a designated amount to the Contractors Responsibility Fund. The Contractors Responsibility Fund will be used to provide healthcare services to uninsured person in the Houston area and POP administrative cost.



Pay or Play Program Rules

Contractor must declare its intent to comply with POP prior to the commencement of the contract.
Contractor may comply by:

PLAY

- Contractor will provide documentary proof that it provides health benefits to each covered employee, and that covered employees of covered Subcontractors are provided health benefits.

The health benefits must meet or exceed the following standards:

1. The employer contributes no less than 75% per covered employee per month toward the total premium cost; and
2. The covered employee contributes, no greater than 25% of the total monthly premium cost .

PAY

- Contractor will pay to the City \$1 for each regular hour of work performed by covered employees, including covered employees of covered Subcontractors.



Pay or Play Program Rules

A Contractor may decide to
"Pay"
for a portion of covered
employees and
"Play"
for the remaining of covered
employees ("Both").

Covered employees include individuals
who are
over 18 years of age,
work at least
30 hours per week
with any amount of time worked on the
covered City contract or Subcontractor.



POP Administration



Contractor performance in meeting Pay or Play program requirements will be managed by the contracting City departments. The Office of Business Opportunity (OBO) has administrative oversight of the program, including audit responsibilities.

Questions about the program should be referred to the contracting City departments POP Liaison.

An updated contact list is available on <http://www.houstontx.gov/obo/popforms.html> or contact the POP Office of Business Opportunity Administrator at 832-393-0633.



POP Management System



[OUR MAIN SITE](#)

[CONTACT SUPPORT](#)



Pay or Play is managed through an online Workforce Utilization Module (sometimes referred to as B2G) developed to collect and analyze POP reporting activities and generate POP invoices.

<https://houston.mwdbe.com/?TN=Houston>



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BUSINESS OPPORTUNITY



For further comments or questions, please
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