

## Pay or Play Program

This proposal may be subject to City's Pay or Play program. Pursuant to City of Houston ordinance 2007-534 and Executive Order 1-7, the purpose of the Pay or Play Program (POP) is (1) to create a more level playing field among competing contractors so that those who provide health benefits to their employees are not disadvantaged in the bidding process; and (2) to recognize and account for the fact that there are costs associated with the health care of the uninsured.

The program covers the contracts advertised after July 1, 2007, which are valued at or above \$100,000 for prime contractors and \$200,000 for sub-contractors (covered contract), and are not primarily for the procurement of property, goods, supplies or equipment.

The program applies to employees of a covered contractor or sub contractor, including contract labor, who are over age 18, work at least 30 hours per week and work any amount of time under a covered city contract or sub contract.

Compliance with the program means that the contractor either:

- "Pays" by contributing \$1.00 per covered employee per hour for the work performed under the contract with the City;
- Or**
- "Play" by providing health benefits to covered employees. Health benefits must meet or exceed the following standards:
    1. The employer will contribute no less than \$150 per covered employee per month toward the total premium cost.
    2. The employee contribution, if any amount, will be no greater than 50% of the total monthly premium cost.

The contracting department will administer the POP program requirements to ensure compliance, for the purpose each City department has a POP liaison and they can help you with the program compliance and related issues. The list of POP liaison is hereunder:

### LIST OF POP LIAISONS

DEPARTMENT		Liaisons Name and Contact		
		Liaison	Phone	E-Mail
1	Administration and Regulatory Affairs	Ray Duroousseau	832-393-8726	<a href="mailto:ray.duroousseau@houstontx.gov">ray.duroousseau@houstontx.gov</a>
2	Convention & Entertainment Facilities	Lisa Kingsbury	713-853-8011	<a href="mailto:lisa.kingsbury@houstontx.gov">lisa.kingsbury@houstontx.gov</a>
3	General Services Department	Martha Leyva	832-393-8070	<a href="mailto:martha.leyva@houstontx.gov">martha.leyva@houstontx.gov</a>
4	Health and Human Services	Barbara Newson	832-393-5007	<a href="mailto:barbara.newson@houstontx.gov">barbara.newson@houstontx.gov</a>
5	Housing & Community Development	Michael Dotson	713-868-8332	<a href="mailto:michael.dotson@houstontx.gov">michael.dotson@houstontx.gov</a>
6	Houston Airport System	Demetris McCray	281-233-7823	<a href="mailto:demetris.mccray@houstontx.gov">demetris.mccray@houstontx.gov</a>
7	Houston Fire Department	Kenny Chin	713-247-5944	<a href="mailto:kenny.chin@houstontx.gov">kenny.chin@houstontx.gov</a>
8	Houston Police Department	Tim Crabb	713-308-1784	<a href="mailto:tim.crabb@houstontx.gov">tim.crabb@houstontx.gov</a>
9	Houston Public Library	MyTasha Tate	832-393-1359	<a href="mailto:mytesha.tates@houstontx.gov">mytesha.tates@houstontx.gov</a>
10	Human Resource	George Tennant	713-937-9403	<a href="mailto:george.tennant@houstontx.gov">george.tennant@houstontx.gov</a>
11	Information Technology	Joseph Badell	832-393-0209	<a href="mailto:Joseph.badell@houstontx.gov">Joseph.badell@houstontx.gov</a>
12	Legal	Vachel Henry	832-393-6409	<a href="mailto:Vachel.henry@houstontx.gov">Vachel.henry@houstontx.gov</a>
13	Public Works and Engineering	Jessica Chakar	832-395-2505	<a href="mailto:Jessica.chakar@houstontx.gov">Jessica.chakar@houstontx.gov</a>
14	Solid Waste Department	Jose Garza	713-699-7945	<a href="mailto:Jose.garza@houstontx.gov">Jose.garza@houstontx.gov</a>
15	Finance Department	Jack Alexander	713-837-9880	<a href="mailto:Jack.Alexander2@Houstontx.gov">Jack.Alexander2@Houstontx.gov</a>
16	Mayor	Ande Mattei	832-393-0834	<a href="mailto:Ande.mattei@houstontx.gov">Ande.mattei@houstontx.gov</a>
17	Municipal Court Administration	Ty Davis	713-221-0258	<a href="mailto:Ty.davis@houstontx.gov">Ty.davis@houstontx.gov</a>
18	Parks and Recreation	Maria Padilla	832-395-7170	<a href="mailto:Maria.padilla@houstontx.gov">Maria.padilla@houstontx.gov</a>
19	Planning Department	Marcia Wilson	713-837-7732	<a href="mailto:Marcia.wilson@houstontx.gov">Marcia.wilson@houstontx.gov</a>

Note: For the multi-department or citywide contracts please call Bobby A. Qasim 713-837-9028 or e-mail your questions with pertinent details at [mailto:aboul.qasim@houstontx.gov](mailto:mailto:aboul.qasim@houstontx.gov)