

# A-1 Personnel of Houston

## Health Insurance – City of Houston Job Assignment

Welcome to A-1 Personnel! Attached you will find the health insurance documents.

**Eligibility.** You are eligible to enroll in health insurance the first day of the following month after you start working. You are currently under the waiting period. Full-time is defined as working an average of 30 or more hours per week.

**What if I work Part-time?** Part-time employees (29 or fewer hours per week) are not eligible for health insurance.

**I have other health insurance. Can I waive this insurance?** Yes. If you are covered by Medicare, Medicaid, Veterans Affairs/Tricare, individual coverage, coverage through a spouse, or coverage through a parent please complete the POP-8 waiver form and the Waiver Form. You will need to provide a copy of your insurance card today.

**When will my deduction be taken from my check?** We will deduct once per month from the first check of every month for the entire insurance premium.

**How much does it cost?** Please see the enrollment guide for the full cost details and the attached Premium Spreadsheet.

**What is the POP Program?** The POP Program is the City's requirement that A-1 Personnel of Houston offer employees health insurance that costs no more than \$150 per month for individual coverage. Our MVP Bronze Plan is our main health insurance product. For the MVP Plan, the employee will pay the affordable amount of premium dictated by the Affordable Care Act not to exceed \$150 per month.

**Whom should I contact if I have more questions/concerns about the health insurance?** Please contact [insurance@a1personnelinc.com](mailto:insurance@a1personnelinc.com). Please email your questions first before calling.

For specific questions about the insurance plans please call Fringe Benefit Group's Customer Service Department at 888-798-9480. Our group number is FCR8619. You will need this number any time you call Customer Service.

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## **Additional Information**

- City of Houston's Pay or Play program requires A-1 Personnel to offer health insurance to all full-time temporary employees
- Employees must be eligible to enroll at the time of hire
- Employees should pay no more than \$150 per month to cover themselves
- A-1 Personnel's Bronze Minimum Value Plan is the only plan that complies with the City of Houston's Pay or Play program
- Employees will pay no more than \$150 for individual coverage under the Bronze Minimum Value Plan
- Newly-hired employees who are declining the Bronze Minimum Value Plan will be required to sign the COH POP-8 Waiver
- The insurance package contains 3 other health insurance products, with different benefits and costs, which may be of interest to employees
- Employees wanting to enroll in the MEC Basic, MEC Plus Value, or MEC Plus Select will fill out an enrollment form in addition to the POP-8 Waiver
- All levels of coverage satisfy the Affordable Care Act individual mandate, thereby preventing the employee from paying a penalty
- Please note: A-1 Personnel's offer of the MVP makes employees ineligible to receive a subsidy/healthcare cost assistance from the Marketplace

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