

## **Alaska's SHARP Program**

### **Providing Support-for-Service to Healthcare Clinicians Statewide**

### **Employer Match: Description and Process**

SHARP-1 SLRP-4 Solicitation - 2018

#### **Employer Match Rationale**

SHARP does not have State-GF availability. This means that if Alaska is to expand support-for-service then we need other resources. Federal funds are part of the answer, but it is clear that private funding must also expand. Thus, SHARP requires that each participating employer pay a contract-specified partial employer match (EM) as its contribution to support-for-service award.

#### **Employer Match Definition**

Employer match (EM) is the amount of funds that the participating healthcare employer must pay to partially resource a practitioner's total contract cost. All contracts require an EM match.

#### **EM Invoice Process**

The contract will state (a) the amount of clinician loan repayment, and (b) the factors that determine and the resulting EM billed amount. Each quarter SHARP issues the specified clinician loan repayment (LPR), and then sends each employer an EM invoice (due 30 days). Then, the employer pays DHSS, which allows SHARP to recoup the specified LRP costs.

#### **Council Resolutions re: Employer Match**

There are three types of contract, each with a different EM match level. Council resolved (12/20/17) that all participating employers must contribute at least 50% of total contract value. Council has also resolved (4/10/18) that for those applicants who are eligible but of highest priority, SHARP can be admit them but the EM match rate must be 80% of total contract value. Finally, SHARP can admit mid-cycle applicants as well, but for those candidates, the EM match must equal the contract's total value, minus a \$1,000 amount that the program will pay.

#### **Type-1 Contracts (EM 50%)**

The purpose of Contract Type-1 is to provide some low-cost contract opportunities, within each given solicitation cycle, to as broad a range of employer-types as can be arranged. At this point, for each of the project's two solicitation cohorts, we anticipate that each employer will receive between one and four Contract-1 awards, depending on the number of total applicants, size of finalized project budget, and other factors.

#### **Type-2 Contracts (EM 80%)**

The purpose of Contract Type-2 is to amplify the impact of both HRSA and AMHTA grant funds. For a given solicitation cohort, once the Contract-1 quota is addressed, SHARP will have

yet further contract opportunities available for those larger organizations that (a) have significant personnel funds, but (b) remain in need of recruiting and retaining more clinicians. We expect a large number of applicants, solidly more than the number of available Contract-1 “slots.”

### **Type-3 Contracts (Off-cycle)**

The purpose of Contract Type-3 is to allow contract opportunities “between solicitations,” that is, during “off-cycle” periods. SHARP is instituting a new way to offer contract opportunities “between the regular solicitations” (i.e. off-cycle). Council decided (4/10/18) that SHARP will offer a Group-3 option in which the employer can get an “off-cycle” contract, with Council approval. However, the employer will be required to pay nearly all of the specified contract cost. SHARP will also contribute some non-employer (program) funds, but only modestly (\$1,000 per contract). Council will determine that amount of non-employer funds to be reserved for Type-3 contracts. Council will reserve such program funds by selecting a modest reduction in non-employer funds currently budgeted for Type-1 contracts. The ultimate size of the Contract-3 group will be solely market-driven.

### **Determinants of EM Amount**

The contract specifies those factors that determine the employer’s match cost, which include: (a) contract-type, (b) occupation-tier, (c) position-size, (d) position-type, and (e) contract duration.

### **Levels of Employer Match**

Employer Match - Cost Determinants: Contract Type, Occupation Tier, Position Size and Position Type									
Full Time		Total Contract Value				Employer Match			
Contract		Occupation Tier-1		Occupation Tier-2		Occupation Tier-1		Occupation Tier-2	
Type	Name	Regular	VHTF	Regular	VHTF	Regular	VHTF	Regular	VHTF
Contract-1	EM 50%	\$ 70,000	\$ 94,000	\$ 40,000	\$ 54,000	\$ 35,000	\$ 47,000	\$ 20,000	\$ 27,000
Contract-2	EM 80%	\$ 70,000	\$ 94,000	\$ 40,000	\$ 54,000	\$ 56,000	\$ 75,200	\$ 32,000	\$ 43,200
Contract-3	Off-Cycle	\$ 70,000	\$ 94,000	\$ 40,000	\$ 54,000	\$ 69,000	\$ 93,000	\$ 39,000	\$ 53,000
Half Time		Total Contract Value				Employer Match			
Contract		Occupation Tier-1		Occupation Tier-2		Occupation Tier-1		Occupation Tier-2	
Type	Name	Regular	VHTF	Regular	VHTF	Regular	VHTF	Regular	VHTF
Contract-1	EM 50%	\$ 35,000	\$ 47,000	\$ 20,000	\$ 27,000	\$ 17,500	\$ 23,500	\$ 10,000	\$ 13,500
Contract-2	EM 80%	\$ 35,000	\$ 47,000	\$ 20,000	\$ 27,000	\$ 28,000	\$ 37,600	\$ 16,000	\$ 21,600
Contract-3	Off-Cycle	\$ 35,000	\$ 47,000	\$ 20,000	\$ 27,000	\$ 34,500	\$ 46,500	\$ 19,500	\$ 26,500

\* all contracts are two year

**EM Requisite for Each Cycle**

SHARP requires that each quarter's employer match is paid before SHARP can issue the next quarterly loan repayment.

**Wage & Benefit Not Reduced**

SHARP requires that the employer not reduce the practitioner's regular wage and/or benefit due to either the practitioner's participation in SHARP or the employer's payment of match.

**Partial Waiver of Employer Match**

Partial waiver of the employer match requirement is possible, but only with the following stipulations: (a) only Type-1 contracts are eligible; and (b) only if the employer submits strong evidence of an "inability to pay;" and (c) only if the DHSS Commissioner approves the waiver. If DHSS approves that request then that action thus reduces the employer's Contract-1 match-rate to 34% of total contract value. The interested employer must submit a waiver request form, and, a 12-month billing summary arranged according to payer-type.