

**Alaska's SHARP Program**  
Providing Support-for-Service to Healthcare Clinicians Statewide

**Employer Recruitment Prerogative: Description and Process**  
SHARP-1 SLRP-4 Solicitation - 2018

**ERP - Rationale**

Alaska's agencies need more, and better, ways to attract healthcare talent. Support-for-service (SFSP) benefits can be useful; however, the system commonly offers such opportunities in a way that is too long-delayed and highly probabilistic. This weakens the impact that the possible award might have on the clinician's job decision. For employers to conduct effective personnel searches, recruiters need to be able to assert with confidence that the SFSP benefit will be available to selected candidates.

As a result, SHARP is now offering the option for healthcare facilities to use our new employer Recruitment Prerogative (ERP). The main value of the ERP is that it increases the employer's effectiveness in its effort to recruit for high-quality practitioners. The ERP allows participating employers to assert availability of SHARP's loan repayment benefit, even if the employer is still in its hiring phase, and further, even if the clinician-candidate remains is still unknown. In this, SHARP provides selected employers with the ability to offer recruitment-candidates the SHARP loan repayment benefit. The employer can thus have the LRP incentive readily available throughout the hiring process.

**ERP - Definition**

The Employer Recruitment Prerogative (ERP) is a SHARP-provided option for an authorized employer to assert the availability of a support-for-service award, even if the employer is still in its hiring phase. SHARP makes this option available by signing the ERP agreement and the employer is then enabled to offer-with-certainty the support-for-service benefit (e.g. loan repayment). ERP authorization allows the employer to pose the offer of SFSP benefit throughout the recruitment process.

**ERP – Process**

The ERP option is made available to employers only through SHARP's standard, public competitive process. Description of the process follows.

**Announcement:**

1. SHARP announces ERP availability through DHSS public notices and other outlets.
2. SHARP posts the standard ERP application form to its website.

### Application:

1. The ERP option is available only through SHARP's competitive application process.
2. The employer must declare if it intends to exercise the ERP option, and does so by submitting SHARP's standard ERP application form.
3. The ERP form is part of SHARP's standard Agency Application packet.
4. The employer's application for the ERP is voluntary.
5. In the event that the employer seeks to offer the ERP to more than one candidate, the employer must have first submitted a commensurate number of ERP application(s), each of which SHARP then approved.

### Basic Eligibility:

1. Both the employer and the recruited practitioner must be, and must remain, eligible for SHARP participation in all other respects.
2. If program eligibility is not demonstrated, then SHARP will immediately terminate the Employer Recruitment Prerogative award previously initially provided to the employer.

### Selection:

1. The program reviews and determines the employer to be eligible for program.
2. Selection of the employer only occurs as the result of SHARP Council's standard recommendation process conducted through publicly noticed meeting(s).
3. A key factor in Council's recommendation is whether the ERP award will increase the employer's effectiveness in its search for an eligible practitioner-candidate.
4. SHARP activates the ERP option only through the standard Council-mediated competitive application and selection process conducted through publicly noticed meetings.
5. Upon Council recommendation, SHARP offers the selected employer the standard ERP contract.

### Initial Employer Match Payment:

1. In order to receive the ERP, the employer must pay an initial up-front cost. The cost is termed the "Non-Refundable Initial Employer Payment" (NRIEMP).

2. SHARP activates the ERP agreement only after the employer pays the specified non-refundable initial employer match payment (NRIEMP).
3. Each NRIEMP amount is equal to, and will pay for, an employer's first quarterly match payment, given that the recruited clinician actually begins his or her service contract.
4. The NRIEMP amount is equal to one full-quarter's regular employer match value.
5. Those factors that determine the NRIEMP cost are the same as those that set the standard quarterly employer match cost. (See cost-table below).
6. The contract specifies those factors that determine the value of the NRIEMP. Those factors include: (a) contract-type, (b) occupation-tier, (c) position-size, (d) position-type, and, (e) contract duration. The table below presents the NRIEMP value as a function of those factors.

Employer Recruitment Prerogative - Cost Determinants of Non-Refundable Initial Employer Match Payment									
Full Time		Total Contract Value - One Quarter				Required NRIEMP - One Quarter			
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%	\$ 8,750	\$ 11,750	\$ 5,000	\$ 6,750	\$ 4,375	\$ 5,875	\$ 2,500	\$ 3,375
Contract-2	EM 80%	\$ 8,750	\$ 11,750	\$ 5,000	\$ 6,750	\$ 7,000	\$ 9,400	\$ 4,000	\$ 5,400
Contract-3	Off-Cycle	\$ 8,750	\$ 11,750	\$ 5,000	\$ 6,750	\$ 8,625	\$ 11,625	\$ 4,875	\$ 6,625
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%	\$ 4,375	\$ 5,875	\$ 2,500	\$ 3,375	\$ 2,188	\$ 2,938	\$ 1,250	\$ 1,688
Contract-2	EM 80%	\$ 4,375	\$ 5,875	\$ 2,500	\$ 3,375	\$ 3,500	\$ 4,700	\$ 2,000	\$ 2,700
Contract-3	Off-Cycle	\$ 4,375	\$ 5,875	\$ 2,500	\$ 3,375	\$ 4,313	\$ 5,813	\$ 2,438	\$ 3,313

Registration:

1. The ERP option exists only after the employer is registered.
2. The employer is considered registered when (a) both SHARP and employer have sign the ERP agreement, and (b) the employer has paid the NRIEMP.
3. Upon registration, the employer has the guaranteed option to offer its recruited-candidate the contract-specified support-for-service award.

Contract:

1. Upon signed agreement, this guarantee-of-award is available for the employer to exercise for up to (specified) six months following the ERP contract's effective date.
2. Once the employer has selected the practitioner, then that candidate must also sign and endorse the standard SHARP contract in order for the service contract to be actuated.

Using the ERP option:

1. The employer can use the ERP as part of its "recruitment package," even if the employer does not know a clinician-candidate at the time the employer registers.
2. The loan repayment benefit is then available for the employer to include benefit in its "recruitment package," even if the clinician-recruit is initially unknown.
3. Once the employer has selected the practitioner, then that candidate must also sign and endorse the MOA in order for the Practitioner's service contract to be actuated.
4. This guarantee is available to the employer for a six-month period following the Employer's ERP registration date.

End of ERP Option:

1. The ERP recruitment period ends when the employer issues a Letter of Intent-to-Hire, or, six months has lapsed since the employer's ERP registration date, whichever is first.
2. If the employer has issued its Letter of Intent-to-Hire, then the employer is allowed one more month in which to issue its ensuing Letter of Employment Offer, dated no later than seven months since the date on which the ERP period began.
3. The employer must exercise the ERP within six months after registration. If not, SHARP cancels the ERP option and the employer forfeits its previously paid NRIEMP amount.

No Application Cost:

1. There is no fee for the ERP application.
2. The SHARP program bears no responsibility for any recruitment expense(s) that either the employer or any other entity may incur.
3. No retroactive payment(s) are made for any clinician's work-time that occurred prior to agreed upon service dates, which are stated on SHARP executed service contract.