



# LAWS OF ALASKA

2019

**Source**

HCS CSSB 93(FIN)

**Chapter No.**

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**AN ACT**

Relating to a workforce enhancement program for health care professionals employed in the state; and providing for an effective date.

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**BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:**

THE ACT FOLLOWS ON PAGE 1



**AN ACT**

1 Relating to a workforce enhancement program for health care professionals employed in the  
2 state; and providing for an effective date.

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4 \* **Section 1.** AS 18.29 is amended by adding new sections to read:

5 **Article 2. Health Care Professionals Workforce Enhancement Program.**

6 **Sec. 18.29.100. Legislative intent.** Student loan repayments and direct  
7 incentive payments provided under this chapter are intended to increase the  
8 availability of health care services throughout the state, especially to underserved  
9 individuals or in health care professional shortage or rural areas.

10 **Sec. 18.29.105. Health care professionals workforce enhancement**  
11 **program; purpose; advisory council.** (a) The health care professionals workforce  
12 enhancement program is established in the department for the purpose of addressing  
13 the increasing shortage of certain health care professionals in the state by expanding  
14 the distribution of health care professionals.

1 (b) The program established under this section must include  
2 (1) employer payments, as described in AS 18.29.110;  
3 (2) direct incentives, as described in AS 18.29.120;  
4 (3) student loan repayments, as described in AS 18.29.125;  
5 (4) procedures for the commissioner's designation and prioritization of  
6 sites eligible for participation in the program;  
7 (5) an application process for participation in the program as  
8 (A) an eligible site; or  
9 (B) a tier I, tier II, or tier III health care professional;  
10 (6) provision of public information and notices relating to the program;  
11 (7) a 12-year lifetime maximum for participation in the program by a  
12 tier I, tier II, or tier III health care professional.

13 (c) The commissioner shall appoint an advisory council to advise the  
14 department on the program. The advisory council consists of members with health  
15 care expertise, including expertise in economic issues affecting the hiring and  
16 retention of health care professionals in the state. An employee of the department may  
17 serve only as a nonvoting member. Members of the advisory council serve at the  
18 pleasure of the commissioner and without compensation but are entitled to per diem  
19 and travel allowances authorized for boards and commissions under AS 39.20.180.  
20 The advisory council shall provide oversight and evaluation of the program and make  
21 recommendations, including recommendations relating to

22 (1) identification and monitoring of underserved and health care  
23 professional shortage areas;  
24 (2) eligible sites;  
25 (3) an employer's ability to pay;  
26 (4) prioritization of sites and health care professionals eligible for  
27 participation in the program;  
28 (5) contract award priorities;  
29 (6) program capacities;  
30 (7) strategic plans; and  
31 (8) program data management.

1 (d) The commissioner shall, in consultation with the advisory council  
2 established under (c) of this section,

3 (1) administer and implement the program;

4 (2) classify each eligible site as having either regular or very hard-to-  
5 fill positions, or both;

6 (3) establish

7 (A) procedures for allowable leaves of absence;

8 (B) a civil penalty, not to exceed \$1,000, for each violation by  
9 a health care professional or employer of a provision of this chapter, a  
10 regulation made under authority of this chapter, or a provision of a contract  
11 entered into under this chapter; and

12 (C) a priority for participation in the program based on the  
13 availability of funding.

14 (e) The department shall, on or before July 1 of each year, prepare and submit  
15 to the advisory council a report that describes the participation rates, costs, and effect  
16 of the program on the availability of health care services to underserved individuals or  
17 in health care professional shortage or rural areas for the previous calendar year.

18 (f) The department may

19 (1) contract for payments under the program and for the services of a  
20 consultant, expert, financial advisor, or other person the department considers  
21 necessary for the exercise of its powers and functions and to perform its duties under  
22 this chapter;

23 (2) adopt regulations necessary to implement the program.

24 **Sec. 18.29.110. Employer payments.** An employer approved for participation  
25 in the program shall make a nonrefundable quarterly payment to the department for  
26 the benefit of the employer's health care professional employee. The employer  
27 payment may come from any available source, including a philanthropic institution,  
28 health foundation, government agency, community organization, or private individual.  
29 The payment amount

30 (1) must be equal to the health care professional's program payment  
31 amount established by the commissioner;

1 (2) may be adjusted based on the employer's ability to pay, as  
2 determined by the commissioner and in consultation with the advisory council; and

3 (3) must include the fee established under AS 44.29.022 for services  
4 provided under this chapter.

5 **Sec. 18.29.115. Initial and renewal payments.** (a) The department may  
6 approve student loan repayment and direct incentive payments for a qualified  
7 applicant for an initial period of three years and may approve a maximum of three  
8 renewal periods of three years each if the applicant

9 (1) submits an application on a form approved by the department for

10 (A) student loan repayments and, for student loan repayment  
11 renewal, demonstrates that the applicant has

12 (i) a continuing student loan obligation on the same  
13 student loan that was subject to repayment under the program during  
14 the initial three-year period; or

15 (ii) incurred additional student loan debt that qualifies  
16 for repayment;

17 (B) direct incentive payments; or

18 (C) payments under both (A) and (B) of this paragraph;

19 (2) is otherwise eligible under the program; and

20 (3) does not exceed the 12-year lifetime maximum for participation in  
21 the program.

22 (b) The department shall combine an eligible health care professional's direct  
23 incentives and pay the total amount to the eligible health care professional in the form  
24 of one quarterly cash payment. The department shall combine an eligible health care  
25 professional's student loan repayments and pay the total amount to the lending  
26 institution or to the eligible health care professional in the form of one quarterly  
27 payment.

28 (c) Except as provided in (d) of this section, the combined total amount of an  
29 eligible health care professional's direct incentives and student loan repayments may  
30 not exceed,

31 (1) for a tier I health care professional employed in a regular position,

1 \$35,000 annually;

2 (2) for a tier I health care professional employed in a very hard-to-fill  
3 position, \$47,250 annually;

4 (3) for a tier II health care professional employed in a regular position,  
5 \$20,000 annually;

6 (4) for a tier II health care professional employed in a very hard-to-fill  
7 position, \$27,000 annually;

8 (5) for a tier III health care professional employed in a regular  
9 position, \$15,000 annually;

10 (6) for a tier III health care professional employed in a very hard-to-fill  
11 position, \$20,250 annually.

12 (d) The department may annually increase the annual maximum program  
13 payment amounts in (c) of this section by the average percentage increase in the  
14 Consumer Price Index for urban wage earners and clerical workers for Urban Alaska  
15 during the previous five calendar years, as determined by the United States  
16 Department of Labor, Bureau of Labor Statistics.

17 (e) The department shall prorate student loan repayments and direct incentive  
18 payments based on the number of qualified employment hours the health care  
19 professional worked in a calendar quarter. The department may not pay a student loan  
20 repayment or direct incentive before the completion of a calendar quarter in which the  
21 student loan repayment or incentive payment was earned.

22 (f) The department shall deposit employer payments received and civil  
23 penalties collected under this chapter in the general fund.

24 (g) The department shall pay student loan repayments and direct incentives  
25 with funds appropriated by the legislature for that purpose. The department may limit  
26 the number of program participants based on available funding. If insufficient money  
27 is appropriated to fully fund the program in a fiscal year, the department shall prorate  
28 payments based on the number of approved participants in the program.

29 **Sec. 18.29.120. Direct incentives.** The department shall provide a direct  
30 incentive in the form of quarterly cash payments to an eligible tier I, tier II, or tier III  
31 health care professional engaged in qualified employment in an amount established by

1 the commissioner and that is provided by employers approved under the program.

2 **Sec. 18.29.125. Student loan repayment.** (a) The department shall repay a  
3 portion of eligible student loans held by or made to an eligible tier I, tier II, or tier III  
4 health care professional.

5 (b) A student loan is eligible for repayment if the student loan

6 (1) was issued to an eligible individual under AS 18.29.130;

7 (2) is a student loan as described in 26 U.S.C. 108(f)(2); and

8 (3) was used by the individual for a program for which the individual  
9 received a certificate, license, or degree.

10 (c) A student loan repayment under this section may not exceed 33.3 percent  
11 of the unpaid student loan balance existing in the first year of program participation  
12 multiplied by the percentage of full-time equivalent employment for each year of  
13 qualified employment, not to exceed three years.

14 (d) A student loan or interest on a student loan is not eligible for repayment  
15 under this section if the student loan or interest is

16 (1) to be repaid by another source, including another loan repayment or  
17 forgiveness program or an employer-sponsored loan repayment program;

18 (2) consolidated with a loan that is not eligible for repayment; or

19 (3) refinanced as a loan that is not eligible for repayment.

20 **Sec. 18.29.130. Eligibility.** (a) To be eligible for a direct incentive payment, an  
21 individual must

22 (1) submit an application that is approved by the commissioner;

23 (2) be engaged in qualified employment at an eligible site with a  
24 participating employer or entity;

25 (3) for a tier I or tier II health care professional, be licensed or exempt  
26 from licensure as a tier I or tier II health care professional in the state;

27 (4) meet a participation priority established by the commissioner; and

28 (5) satisfy other criteria established by the commissioner.

29 (b) To be eligible for student loan repayment, an individual must

30 (1) satisfy the requirements of (a) of this section; and

31 (2) have an unpaid balance on one or more eligible student loans



1 verified by the Alaska Commission on Postsecondary Education or the department.

2 **Sec. 18.29.190. Definitions.** In AS 18.29.100 - 18.29.190,

3 (1) "commissioner" means the commissioner of health and social  
4 services;

5 (2) "department" means the Department of Health and Social Services;

6 (3) "eligible site" means a service area or health care facility that  
7 provides health care services to underserved individuals or in health care professional  
8 shortage or rural areas and that satisfies the criteria for eligibility established by the  
9 commissioner;

10 (4) "employer payment" means the payment an employer makes to the  
11 department for participation in the program;

12 (5) "program" means the health care professionals workforce  
13 enhancement program;

14 (6) "qualified employment" means employment of a tier I, tier II, or  
15 tier III health care professional at an eligible site at which the health care professional  
16 is hired or contracted and paid to work

17 (A) in a full-time or not less than half-time position;

18 (B) for a term that is not less than three years;

19 (7) "rural" means a community with a population of 5,500 or less that  
20 is not connected by road or rail to Anchorage or Fairbanks or with a population of  
21 1,500 or less that is connected by road or rail to Anchorage or Fairbanks;

22 (8) "tier I health care professional" means a person who spends not less  
23 than 50 percent of the person's time on direct patient health care services and who is  
24 licensed or exempt from licensure in the state as a dentist, pharmacist, physician,  
25 doctor of nursing practice, clinical psychologist, counseling psychologist, or other  
26 health care professional as determined by the commissioner;

27 (9) "tier II health care professional" means a person who spends not  
28 less than 50 percent of the person's time on direct patient health care services and who  
29 is licensed or exempt from licensure in the state as a dental hygienist, advanced  
30 practice registered nurse, registered nurse, physician assistant, physical therapist,  
31 professional counselor, board certified behavior analyst, marital and family therapist,

1 clinical social worker, or other health care professional as determined by the  
2 commissioner;

3 (10) "tier III health care professional" means a person who is  
4 employed at an eligible site who is not otherwise eligible as a tier I or tier II health  
5 care professional;

6 (11) "underserved individual" means an individual who

7 (A) is uninsured;

8 (B) receives or is eligible to receive medical assistance; or

9 (C) receives or is eligible to receive health care benefits  
10 directly, through insurance, or through other means, from a plan or program  
11 funded directly, in whole or in part, by the federal government, except for the  
12 federal employee health benefits program under 5 U.S.C. 8903.

13 \* **Sec. 2.** If AS 18.29.010, 18.29.015, 18.29.020, 18.29.025, 18.29.030, 18.29.035, and  
14 18.29.099 are in effect on July 1, 2019, AS 18.29.010, 18.29.015, 18.29.020, 18.29.025,  
15 18.29.030, 18.29.035, and 18.29.099 are repealed.

16 \* **Sec. 3.** The uncodified law of the State of Alaska is amended by adding a new section to  
17 read:

18 APPLICABILITY. This Act applies to an application or contract relating to a student  
19 loan repayment or direct incentive under AS 18.29 submitted or entered into on or after  
20 July 1, 2019.

21 \* **Sec. 4.** The uncodified law of the State of Alaska is amended by adding a new section to  
22 read:

23 TRANSITION. Notwithstanding AS 18.29.100 - 18.29.190, added by sec. 1 of this  
24 Act, the advisory body for the health care professions loan repayment and incentive program  
25 shall act as a transition council. The transition council exists only until the initial health care  
26 professionals workforce enhancement program advisory council is appointed by the  
27 commissioner under AS 18.29.105(c).

28 \* **Sec. 5.** The uncodified law of the State of Alaska is amended by adding a new section to  
29 read:

30 RETROACTIVITY. If sec. 1 of this Act takes effect after July 1, 2019, sec. 1 of this  
31 Act is retroactive to July 1, 2019.

- 1     \* **Sec. 6.** Section 5 of this Act takes effect immediately under AS 01.10.070(c).
- 2     \* **Sec. 7.** Except as provided in sec. 6 of this Act, this Act takes effect July 1, 2019.