

SECTION 14: PAY DIFFERENTIALS

**PAY DIFFERENTIAL 215
MEDICAL CONSULTANT PAY-PER-CASE PLAN
BARGAINING UNIT 16**

Established: 07/01/00

Amended: 09/14/06, 07/01/13, 10/01/23

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Medical Consultant I, Department of Social Services	7784	R16	Department of Social Services
Medical Consultant I (Psychiatrist), Department of Social Services	7785		

RATE	EARNINGS ID:
\$40.00 per case	GA

CRITERIA
<p>Baseline productivity for full-time Medical Consultants (MCs) will be 90 cases reviewed for closure per week (Monday through Sunday). This is the level beyond which individual MCs would be eligible for additional pay when the plan is invoked, up to a maximum of 75 cases that are eligible for additional pay per week. This 90 case review per week baseline productivity threshold will be pro-rated within a calendar week (Monday through Sunday) for state holidays and special out-of-office work assignments (e.g., teaching at the RFC Academy). Time off for other leaves such as vacation, sick leave, annual leave, personal holidays, informal time off will not be pro-rated.</p> <p>Division management will be able to implement the pay-per-case plan, based on the Division's operational situation.</p> <p>The Division may consider invoking the pay-per-case plan due to persistent backlog, despite appropriate actions, as determined by management.</p> <p>Plan implementation can be limited to either Medical Consultant I, or Medical Consultant I (Psychiatrist), if conditions warrant.</p> <p>The pay per case above baseline when the pay-per-case plan is invoked is \$40.00. An MC may receive case credit and pay only once for each case reviewed.</p> <p>For mixed impairment cases that require both a physical MC and a psychiatrist or pediatrician MC review, each MC who signs the case will receive full case credit.</p> <p>MC participation in the plan will be voluntary.</p> <p>Use of the plan is contingent on availability of funding for this purpose.</p> <p>MCs are expected to maintain program requirements with regard to accuracy of case adjudication.</p>

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CRITERIA
Permanent part-time MCs may participate in the pay-per-case plan. The baseline productivity level will be prorated consistent with the part-time MC's time base.
Permanent intermittent MCs are not subject to this program.
The Department will use an automated tracking system, based on computer input by each MC who reviews a case for closure.
The Department may terminate this program upon thirty calendar days written notice to the union. Both parties agree to meet, if necessary, prior to termination of the program.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes/No*
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	N/A
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No

*Retired Annuitants are not eligible unless appointed under Government Code section 21232. Intermittent employees are not eligible.