

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.24
(ID # 14009)

MEETING DATE:
Tuesday, December 15, 2020

FROM : HUMAN RESOURCES AND Sheriff :

SUBJECT: HUMAN RESOURCES & SHERIFF: Classification and Compensation recommendation to adjust the salaries of the Chief Forensic Pathologist, Forensic Pathologist IV, and Forensic Pathologist III classifications; and amend Ordinance No. 440 pursuant to Resolution No. 440-9176 submitted herewith, All Districts. [Cost-\$392,701 [Source of Funds – 100% Sheriff's Budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the recommendation to adjust the salaries of the Chief Forensic Pathologist, Forensic Pathologist IV, and Forensic Pathologist III classifications.
2. Amend Ordinance No. 440 pursuant to Resolution No. 440-9176.

ACTION: 4/5 Vote Required, Policy

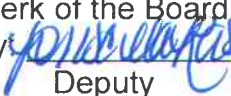


Brenda Diederichs, Assistant CEO / Human Resources Director 12/17/2020

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Jeffries and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended, and that Resolution 440-9176 is adopted as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt
Nays: None
Absent: None
Date: December 15, 2020
xc: H.R., Sheriff

Kecia R. Harper
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$99,076	\$293,625	\$392,701	\$293,625
NET COUNTY COST	\$26,750	\$79,279	\$106,029	\$79,279
SOURCE OF FUNDS: 100% Sheriff's Budget			Budget Adjustment: No	
			For Fiscal Year: 20/21	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Riverside County Sheriff's Department is dedicated to suppressing and preventing crime through the reduction of criminal recidivism. The Department is responsible for upholding both the United States and California constitutions and oversees the enforcement of all federal and state laws/ordinances. The Department is comprised of various divisions that provide critical public services including special investigations, court services, patrol stations, major crimes bureau, and corrections operations. The Coroner's Bureau investigates and reports on all violent, sudden or unusual deaths of persons within the County as established by California Law.

Critical to the Coroner's Bureau are the Forensic Pathologist III, IV, and Chief classifications. These classifications are responsible for performing autopsies and post-mortem examinations throughout the County. Incumbents are licensed physicians and collect medical evidence and perform chemical or microscopic examinations of bodily tissues and fluids. Within Riverside County, these classifications have been extremely difficult to recruit and retain qualified candidates due to few individuals having the necessary training and certifications in the field. Nationally, there are few individuals who specialize in forensic pathology and this has led to a highly competitive environment to bring individuals onboard and retain them. Within the last six months the Riverside County Coroner's Bureau has experienced high turnover rates and has resulted in the bureau being short staffed. As a result, the Sheriff's Department requested that the Human Resources Department conduct a market study on the classification series.

The results of the survey found that all levels of Forensic Pathologists are below the market averages. Specifically, the Forensic Pathologist III is below market by 26% at the minimum and about 2% below at the maximum of the salary range. The Forensic Pathologist IV is below at the minimum by roughly 16% and below by 8% at the maximum of the salary range. Finally, the Chief Forensic Pathologist is 25% below the market average at the minimum and 15% below at the maximum of the salary range. Data was collected from the local Southern California counties, but due to the difficulty in finding comparable classifications the research extended to Northern California Counties as well. Overall, the Riverside County classifications are paid below what other Counties and jurisdictions are paying for these highly competitive positions. Therefore, it is recommended that the salary ranges of the Forensic Pathologist III, Forensic Pathologist IV, and Chief Forensic Pathologist be adjusted so that the Sheriff's Department is able to compete in recruiting and retaining qualified Forensic Pathologists.

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Salary Adjustments:

Chief Forensic Pathologist: It is recommended to adjust the salary plan/grade from MRP 711 (\$193,040 - \$295,774) to salary plan/grade MRP 744 (\$259,019 - \$347,450). There is currently one incumbent in this classification. It is recommended that the one (1) incumbent presently at the maximum of the salary range be granted a 4% increase on the new salary plan/grade.

Forensic Pathologist IV: It is recommended to adjust the salary plan/grade from DTS 741 (\$176,270 - \$249,445) to salary plan/grade SEU 627 (\$225,230 - \$302,130). There are currently three incumbents in this classification. It is recommended that two (2) incumbents presently at the maximum of the salary range and who have been at the max for over a year, be granted a 4% increase on the new salary plan/grade.

Forensic Pathologist III: It is recommended to adjust the salary plan/grade from SEU 579 (\$167,128 - \$212,549) to salary plan/grade SEU 616 (\$204,766 - \$274,677). There are currently no incumbents in this classification.

Impact on Residents and Businesses

Approval of the classifications will have no direct impact to residents and businesses.

Additional Fiscal Information

The \$99,076 reflected in the current fiscal year cost column illustrates the immediate cost of salary/benefits for bringing one incumbent up to the new minimum of the salary range and granting two incumbents the 4% increases. The Department has stated these additional costs will be absorbed through the Department's budget and a budget adjustment is not required.

The future potential costs for adding additional positions to the department's budget are as follows:



Current		Proposed		Cost Increase w/ Benefits
Classification	Max	Classification	Max	
Chief Forensic Pathologist	\$295,774	Chief Forensic Pathologist	\$347,450	\$72,347
Forensic Pathologist IV	\$249,445	Forensic Pathologist IV	\$302,130	\$73,759
Forensic Pathologist III	\$212,549	Forensic Pathologist III	\$274,677	\$86,980

Attachments:

- Attachment A- Chief Forensic Pathologist Market Survey
- Attachment B- Forensic Pathologist IV Market Survey

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Attachment C- Forensic Pathologist III Market Survey
Attachment D- Resolution No. 440-9176

			
Dennis Vrooman, Assistant Sheriff	12/9/2020	Douglas G. Gidonez Jr.	12/9/2020

RESOLUTION NO. 440-9176

BE IT RESOLVED by the Board of Supervisors of the County of Riverside, State of California, in regular session assembled on December 15, 2020, that pursuant to Section 8(c) of Ordinance No. 440, the Assistant County Executive Officer/Human Resources Director is authorized to amend the Class and Salary Listing of Ordinance No. 440, operative at the beginning of the pay period following the date of approval, as follows:

<u>Job Code</u>	<u>Class Title</u>	<u>From Salary Plan/Grade</u>	<u>To Salary Plan/Grade</u>
73893	Chief Forensic Pathologist	MRP 711	MRP 744
73895	Forensic Pathologist III	SEU 579	SEU 616
73894	Forensic Pathologist IV	DTS 741	SEU 627

ROLL CALL:

Ayes: Spiegel, Jeffries, Washington, Perez and Hewitt
Nays: None
Absent: None
Abstained:

The foregoing is certified to be a true copy of a resolution duly adopted by said Board of Supervisors on the date therein set forth.

Kecia R. Harper, Clerk of said Board

By 
Deputy

/kc
11/30/2020
440 Resolutions\KC

External Market Survey Data

Chief Forensic Pathologist

Riv Co Class Code: 73893

Jurisdiction	Title	Job Code	Min Salary	Max Salary	Spread
Los Angeles County	CHIEF MEDICAL EXAMINER-CORONER	5405	\$260,060	\$393,622	51.36%
Orange County	No comparable class				
San Bernardino County	Contracted Chief Forensic Pathologist		\$223,392	\$300,414	34.48%
San Diego County	CHIEF DEPUTY MEDICAL EXAMINER	2285	\$179,878	\$280,966	56.20%
Ventura County	CHIEF MEDICAL EXAMINER-CORONER	341	\$241,343	\$337,914	40.01%
Sacramento County	Chief Forensic Pathologist	29306	\$276,681	\$305,057	10.26%
Merced County	No comparable class				
San Luis Obispo County	No comparable class				
Santa Clara County	Chief Medical Examiner-Coroner	P45	\$300,531	\$385,457	28.26%
Pierce County	Medical Examiner	41800	\$258,778	\$325,000	25.59%
Alameda County	Chief Forensic Pathologist	5149	\$305,926	\$371,717	21.51%
Stanislaus County	Forensic Pathologist	934950	\$284,586	\$426,899	50.01%
	County Mean:		\$259,019	\$347,450	34.14%
	County Median:		\$260,060	\$337,914	29.94%
Riverside County	Chief Forensic Pathologist		\$193,040	\$295,774	53.22%
	Dollar difference from Mean:		-\$65,979	-\$51,676	
	Percentage difference from mean:		-25.47%	-14.87%	
	Dollar difference from median:		-\$67,020	-\$42,140	
	Percentage difference from median:		-25.77%	-12.47%	

Notes: **San Bernardino**: Salary range for contracted position derived from Gov. Compensation in California. **Santa Clara County**: Class is also responsible for supervising county morgue. **Stanislaus County**: Class will also provide professional pathology services to other jurisdictions.

Run Date:

Date Prepared/Revised: 11/5/2020

By: D.Flores

External Market Survey Data

Forensic Pathologist IV

Riv Co Class Code: 73894

Jurisdiction	Title (Class Code)	Min Salary	Max Salary	Spread
Los Angeles County	No Comparable Class			
Orange County	No Comparable Class			
San Bernardino County	Contracted Forensic Pathologist	\$207,126	\$278,556	
San Diego County	Deputy Medical Examiner II	\$208,666	\$232,690	11.51%
Ventura County	No Comparable Class			
Sacramento County	Forensic Pathologist Level I/II	\$228,636	\$252,084	10.26%
Merced County	Forensic Pathologist	\$206,648	\$251,805	21.85%
San Luis Obispo County	Forensic Pathologist	\$215,218	\$261,581	21.54%
Santa Clara County	No Comparable Class			
Pierce County	No Comparable Class			
Alameda County	Forensic Pathologist	\$266,032	\$323,232	21.50%
Fresno County	Forensic Pathologist	\$134,862	\$291,982	116.50%
	County Mean:	\$209,598	\$270,276	28.95%
	County Median:	\$208,666	\$261,581	25.36%
Riverside County	Forensic Pathologist IV	\$176,270	\$249,445	41.51%
	Dollar Difference from Mean:	-\$33,328	-\$20,831	
	Percentage difference from mean:	-15.90%	-7.71%	
	Dollar difference from median:	-\$32,396	-\$12,136	
	Percentage difference from median:	-15.53%	-4.64%	

Notes: **LA County:** Physician Specialist (Non-Mega Flex) \$534,140 are utilized as the Forensic Pathologists, however they will also contract these positions out. **Orange County:** Forensic Pathology Services are provided by Juguilon Medical Corporation. **San Bernardino County:** Forensic Pathology Services are contracted out. Salary range obtained via job posting. **Ventura County:** Only the Chief and Assistant Chief Medical Examiner are the two full time forensic Pathologists. Medical Examiner Investigator series used to investigate the deaths. **Alameda County:** Class is also responsible for examining crime/death scenes. **Fresno County:** At-Will position. Range derived from Government Comp website.

Run Date:

Date Prepared/Revised: 11/5/2020

By: D.Flores

External Market Survey Data

Forensic Pathologist III

Riv Co Class Code: 73895

Jurisdiction	Title (Class Code)	Min Salary	Max Salary	Spread
Los Angeles County	No Comparable Class			
Orange County	No Comparable Class			
San Bernardino County	No Comparable Class			
San Diego County	Deputy Medical Examiner I		\$181,126	
Ventura County	No Comparable Class			
Sacramento County	Forensic Pathologist Level I/II	\$225,086	\$252,084	11.99%
Santa Clara County	No Comparable Class			
Merced County	No Comparable Class			
San Luis Obispo County	No Comparable Class			
Pierce County	No Comparable Class			
Alameda County	No Comparable Class			
Fresno County	No Comparable Class			
	County Mean:	\$225,086	\$216,605	-3.77%
	County Median:	\$225,086	\$216,605	-3.77%
Riverside County	Forensic Pathologist III	\$167,128	\$212,549	27.18%
	Dollar Difference from Mean:	-\$57,958	-\$4,056	
	Percentage difference from mean:	-25.75%	-1.87%	
	Dollar difference from median:	-\$57,958	-\$4,056	
	Percentage difference from median:	-25.75%	-1.87%	

Notes: **LA County:** Physician Specialist (Non-Mega Flex) \$534,140 are utilized as the Forensic Pathologists, however they will also contract these positions out. **Orange County:** Forensic Pathology Services are provided by Juguilon Medical Corporation. **San Bernardino County:** Forensic Pathology Services are contracted out. **San Diego County:** Deputy Medical Examiner I is the entry level forensic pathologist in the series, however they require a license to practice medicine and certification in Forensic Pathology. Fellowship program allows incumbents to obtain the cert during the course of program. **Ventura County:** Only the Chief and Assistant Chief Medical Examiner are the two full time forensic Pathologists. Medical Examiner Investigator series used to investigate the deaths.

Run Date:

Date Prepared/Revised: 11/5/2020

By: D.Flores