



ONONDAGA COUNTY HEALTH DEPARTMENT
 Program and Financial Information Sheet

Forensic Pathologist
 Advanced Step Hire Request

PURPOSE:

Due to a recent pathologist resignation, the Medical Examiner's Office (MEO) is requesting to hire a pathologist at a more competitive salary by seeking advanced step salary approval.

OBJECTIVE:

Authorization to advance step hire a pathologist at Grade 37, Advance Step W – \$110,385

It is critical that the MEO maintain adequate pathologist coverage to meet National Association of Medical Examiners (NAME) Accreditation standards¹ which sets a maximum of 250 cases per pathologist.

On average, the following are completed annually: 580 autopsy examinations, 160 external examinations, 20 skeletal evaluations, 750 cases investigated, reviewed and cleared as non-medical examiner cases and 365 days of coverage including weekends, holidays and overnight on-call

Pathologist positions advertised on the NAME website & currently filled in comparable in size to Onondaga County:

<u>Position</u>	<u>Location</u>	<u>Posted</u>	<u>Salary*</u>
Deputy Medical Examiner	San Bernardino, CA	2/4/11	\$143,789 – 189,209
Medical Examiner	Buffalo, NY	Filled 2011	\$134,737
Associate Medical Examiner	Tampa, FL	2/8/11	\$157,781 – 242,930
Pathologist	Monroe County, NY	Filled 2011	\$116,000
Pathologist	Onondaga County, NY	2011	\$110,385

*Salary adjusted using cost of living salary calculator to compare to Syracuse NY. Source cbsalary.com

National Association of Medical Examiners (NAME) 2004 Preliminary Report on America's Medicolegal Offices -

"The most costly feature of upgrading and running a medicolegal office is the compensation of medical examiners. The average salary for a hospital pathologist in the United States is about \$270,000, whereas in many areas of the U.S., Chief Medical Examiners are earning less than \$150,000, with other medical examiners making approximately \$120,000, or less. With such a depressed salary range, a significant increase in the number of medical examiners is not very likely. About 30 forensic pathologists are trained annually, but approximately one-third practice hospital pathology only or forensic pathology only part-time, and another third drop out within 10 years. Low salaries contribute to medical examiner offices traditionally drawing a small core of highly qualified dedicated individuals and a host of people with marginal qualifications. In order to attract and retain qualified, competent, board-certified forensic pathologists, starting salaries should approximate \$150,000 a year, plus benefits, with cost of living increases and adjustments based on experience and time in the position. Chief Medical Examiner salaries should begin at \$200,000."

BUDGET: 101 Salary - \$110,385

¹ NAME - http://thename.org/index.php?option=com_content&task=view&id=71&Itemid=69