

## 2019 Salary Survey Results

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## Disclaimer

This is my own stuff.

I do not speak for Knox County, TN, the Regional Forensic Center, the Mayor, or my boss.

Any opinions expressed are my own and reflect no one else's.

## Methods

- Survey of the medicolegal death investigation community
- Active from 6/1/2019 – 8/3/2019
- Solicited participation from NAME membership, NAME mailinglist, and IACME broadcast, as well as mention by Path/Bio AAFS newsletter.
- 303 responses, 209 completions

- 110 questions in 16 groups
  - Some questions were respondent-specific, e.g. some for Fps, some for MDIs, etc. so nobody saw all 110 questions
- Responses were anonymized, but tokens were sent to allow stop and restart

- Survey software: Limesurvey v 3.16.1+190314
- Hardware:
  - Survey deployment: Virtual computer hosted by Bluehost, CentOS 6.4 operating system
  - Data analysis:
    - HP laptop, KDE neon OS/QubesOS,
- Statistics using R (x86\_64-pc-linux-gnu, v 3.4.4)

### Survey covered primary areas

- Income
- Workload
- Duties
- Satisfaction

## Results posted to NAME-L

- Available for download from:  
[www.forensicpath.biz/2019survey](http://www.forensicpath.biz/2019survey)
- Will just hit the highlights in this short presentation

## Responses

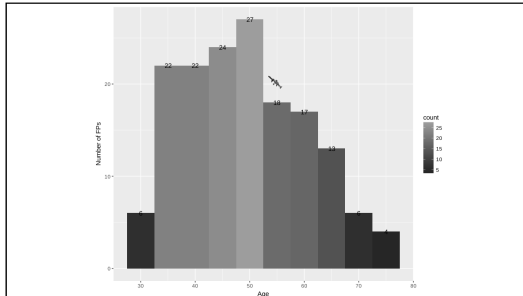
- FP n= 161
- MDI n= 70
- AA n= 12
- Admin n= 12
- Biologist n=2
- Non-MD medical (e.g. DDS) n=2
- General Pathologist n=1
- Non-pathologist MD n=1
- "Other" n=1
- *This basically meant that only FP and MDI (and to a much smaller extent, AA and Admin) were evaluable*

## Age

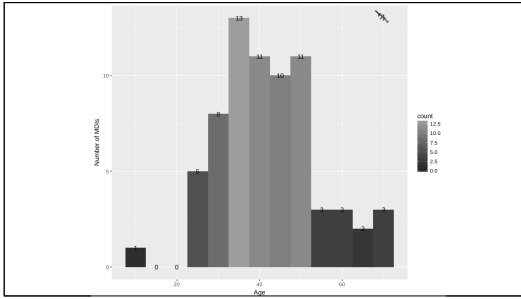
- FP Mean: 49.3, Median 49
- MDI Mean:41.6, Median 41
- AA Mean 35.8, Median 37
- Admin Mean 51, Median 53.50

## FP s

- Doesn't look like we are replacing as fast as we are losing, if the respondents are representative. Each younger age group is smaller...



## MDIs



### Race/Sex - FP

- White n=129, 71 male, 58 female, mean age 49.5 yrs
- Black n=5, 4 male, 1 female, mean 50 yrs
- Hispanic n=7, male 4, female 3, mean 48.6 yrs
- Asian n=10, male 4, female 6, mean 46 yrs
- Mixed n=1
- Native American n=1
- Other n=5, male 5, female 0, mean 55.6

### MDI

- White n=62, male 23, female 38, mean 42.3 yrs
- Black n=3 male 0, female 3, man 36.7 yrs
- Hispanic n=4, male 1, female 3, mean 37.75 yrs
- Asian n=0
- Mixed n=0
- Native American n=1
- Other n=0

## AA

- White n=8, male 1, female 7, 36 yrs
- Black n=4, male 3, female 4, mean 37.75
- Hispanic n=0
- Asian n=0
- Mixed n=0
- Native Americans n=0
- Other n=0

## Admin

- White n=8 male 2, female 6, age 49.2
- Black n=1
- Hispanic n=1
- Asian n=0
- Mixed n=1
- Native American n=1
- Other n=0

## International Respondents

- Canada 8
- Australia 3
- New Zealand 1

### Years in practice

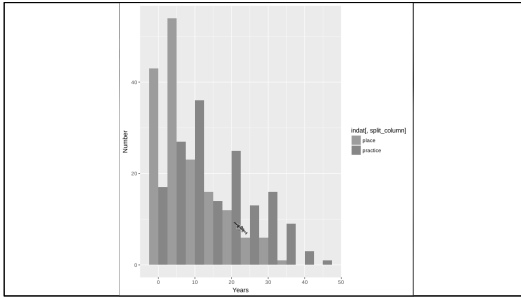
- FP
  - Mean 15.44
  - Median 13
- MDIs
  - Mean 12.6
  - Median 11.5
- AA
  - Mean 7.83
  - Median 7.5
- Admins
  - Mean 16.33
  - Median 11.5

### Years in current job

- FP
  - Mean 8.53
  - Median 6
- MDI
  - Mean 9.3
  - Median 6.25
- AA
  - Mean 5.25
  - Median 3.0
- Admin
  - Mean 13.75
  - Median 10.0

### But, that's a little misleading...

- For FPs, the mean years in place of 8.5 is a little misleading. If you look at the graph, the mode is **3** years, which means there's a fair amount of churning. Here's the graph, with each bar being one year...
- The red is years in place, the blue is years in practice.



### Work type - FP

- Owner of company or self employed No 131, Yes 30
- Employee of private company No 146, Yes 15
- Public employee No 32 Yes 129
- Retired - 1

### Academics - FP

- Tenure track – 7
- Nontenure – 15
- Affiliate/adjunct faculty – 72
- Affiliate/adjunct non-faculty (e.g. affiliate physician) – 13
- Non-faculty employee – 1
- Academic other - 5



## Income from primary job

- This is the income from the “primary” mdi-related job. It does not include side jobs, consults, etc.

## FP – income from primary job

- I modified a number of entries in this group. Some folk entered 3 digits, e.g. 205 as their annual income. I assume they meant \$205,000, etc.. Similarly, one person entered \$221 billion. I changed that to \$221,000, and another said he/she made around \$3 million. I changed that to \$300,000

## FP

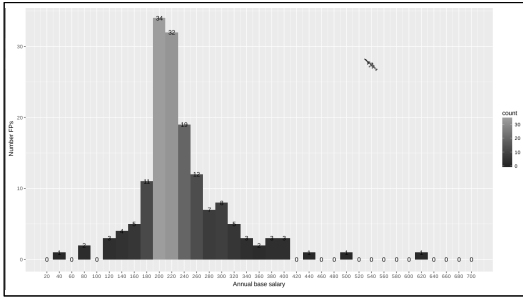
Mean \$237K

Median \$221K

Min \$50K

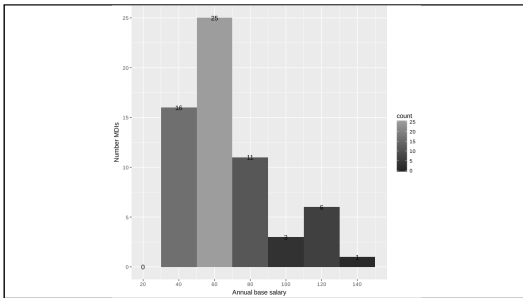
Max \$630K

```
vars  n  mean  sd median trimmed  mad min max range skew kurtosis
x1    154 237.56 73.39   221  230.41 42.25  50 630  580 1.57   5.64
```



### MDI

- Min \$3000
- Median \$58,500
- Mean \$61,950
- Max \$136,000



## AA

- Min \$30,000
- Median \$42,000
- Mean \$43,570
- Max \$66,000

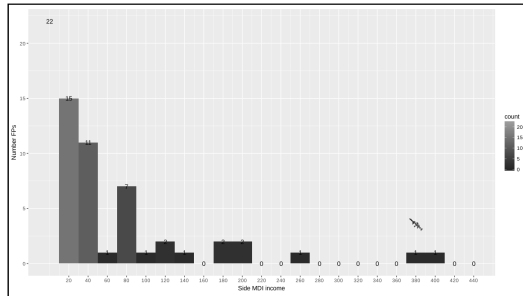
## Admins

- Min \$25,000
- Median \$83,000
- Mean \$89,970
- Max \$150,000

## Side income

## FP

- Only people with side incomes greater than \$0 are included. Since a minority of people have side income, including the zeros would be misleading.
- Min \$1000, Median \$25,000, Mean \$58,470, Max \$400,000
- n=67
- Most people, it seems, are like me – they do an occasional side consultation for a few large a year. Others seem to flip it, and do "real" jobs to maintain their bona fides, and make the big money on consults.



## Total income – mdi+side+retirement+other (in thousands)

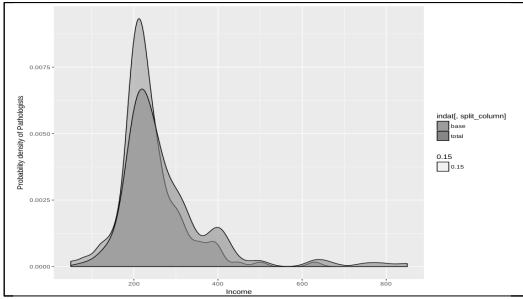
- **FP**

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's	SD
81.5	209.0	242.0	275.9	305.0	850.0	4	116.9
- **MDIs**

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's	SD
4.9	51.5	66.0	88.4	88.0	1062.0	1	123.3
- **AAs**

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's	SD
30.00	37.00	42.04	63.93	52.25	269.00	1	68.8
- **Admins**

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's	SD
25.00	66.75	83.00	93.14	120.00	186.00	1	45.4



### Cost of living adjusted base income

### base income, fp

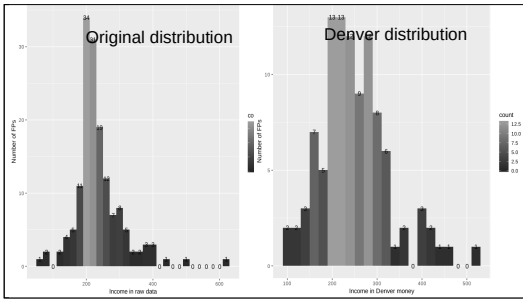
- Raw:
 

	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	50.0	198.2	221.0	237.6	260.0	630.0	4

vars	n	mean	sd	median	trimmed	mad	min	max	range	skew	kurtosis
X1	154	237.56	73.39	221	230.41	42.25	50	630	580	1.57	5.64
- Denver dollars
 

	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	94.95	198.97	239.12	249.46	289.29	524.15	55

vars	n	mean	sd	median	trimmed	mad	min	max	range	skew	kurtosis
X1	103	249.46	78.17	239.12	243.51	64.38	94.95	524.15	429.21	0.78	0.97
- Note the difference in the number of NAs



Hours worked

- FP – hours worked
- Main job – pretty homogeneous
    - Min 5
    - Median 45
    - Mean 45.8
    - Max 80
    - n=160

## Type of office, primary job - FPs

- Public (governmental) nonacademic office headed by FP : 112
- University-affiliated, headed by FP 10
- Private company headed by FP: 19
- Elected lay Coroner: 7
- Appointed lay Coroner: 5
- Private consultant: 9
- Government employee that consults with offices: 1
- Multiple (move around): 1

## Workload – autopsies

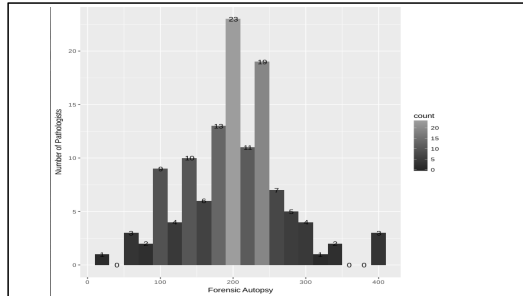
## FP – primary job

- Asked about:
  - Full forensic autopsies
  - Forensic limited dissections
  - Forensic external exams
  - Private/hospital autopsies
  - Private/hospital limited dissections
  - Private/hospital externals

## Forensic full autopsies per year

- Summary data

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	SD=69.9
25.0	162.5	200.0	203.3	250.0	400.0	

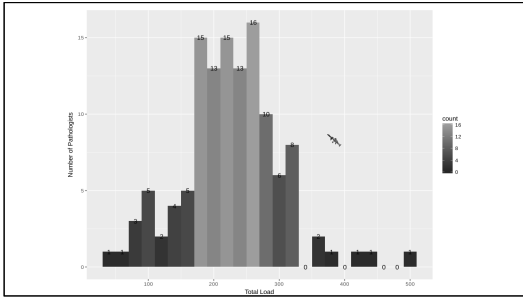


## Total Load

- Calculated as:
- Autopsies = 1, limited dissection = 0.5, external = 0.2

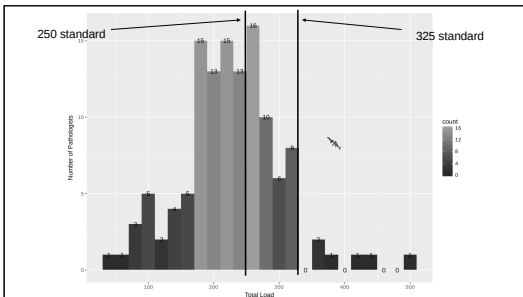
Min.	1st Qu.	Median	Mean	3rd Qu.	Max.
37.0	185.0	228.0	228.4	270.0	506.5

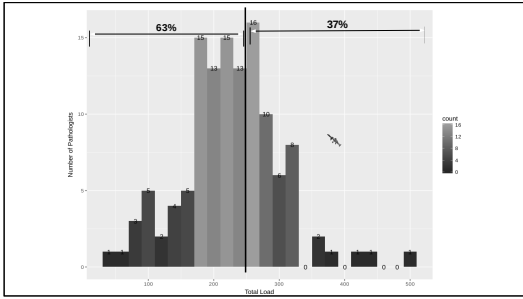




### NAME accreditation standards

- Greater than 250, phase I
- Greater than 325, phase II
- The average is just below the 250 standard, at 228.4
- Approximately 63% of respondents were below the 250 limit, and 37% were above it.
- Approximately 5% were above the 325 limit





## Pay per autopsy

Min. 1st Qu. Median Mean 3rd Qu. Max. SD= 464.81  
 554.5 829.2 978.7 1119.4 1242.3 2739.7  
 (Without outliers)

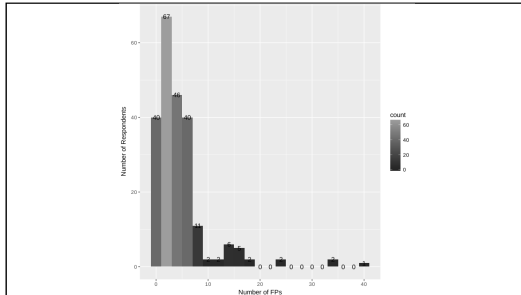
- In general, we are paid around a grand per autopsy. There are a couple of big outliers, primarily by people who do something else for most of their money. The outlier on the other side is someone who said they made \$3000 per year, and performed 210 autopsies.
- For instance, here in Knoxville, I do about 330 autopsies per year, and get paid about \$220K, for a payment per autopsy of \$666 per autopsy (the job of the Beast!)

## Number of FPs

## FPs

- Most offices have 4-5 Fps. Same issue with the outliers - one person said there were 40.

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
0.000	2.000	4.000	5.069	6.000	40.000	76



## Do you do private consultations

- FP - Yes 36, No 2, NA 119 (presumed to be no/skipped)
  - Last year, 67 said yes, so this number may be bogus
- No responses from MDI,AA,Admin

## Private consultation structure

- Incorporated?
  - No 17
    - 1 in process of doing LLC but not there yet
  - Yes 24
    - S corp 6
    - LLC/PLLC 12
    - PA 1
    - PLC 1
    - PC 1
  - NA 119

## Hourly charge, by case type, for cases that are **not** pro bono

- Criminal defense

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
0.0	350.0	450.0	427.1	512.5	750.0	134

- Indigent defense

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
0.0	200.0	350.0	317.5	450.0	700.0	138

- Criminal prosecution

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
0.0	350.0	400.0	415.9	450.0	700.0	136

- Civil defense

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
1	400	450	518	550	2000	133

- Civil plaintiff

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
3.0	400.0	450.0	506.1	550.0	2000.0	133

- NGOs

Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
0.0	0.0	350.0	244.4	400.0	700.0	140

## Do you do locums?

- FP – Yes 16, No 25, NA 119
- NA all others

## Ru happy?

- Asked a large series of questions about satisfaction.

## RU happy with your life right now

- 10 point scale 1 = happy happy, 10 = sad sad

• FP	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1,000	2,000	2,000	2,669	3,000	8,000	30
• MDI	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1,000	2,000	3,000	3,712	5,000	10,000	18
• AA	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.00	1.75	2.00	2.00	2.25	3.00	4
• Admin	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.0	2.0	2.0	2.9	3.0	7.0	2

## Ru happy with job?

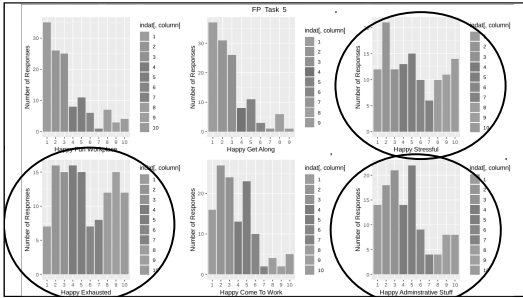
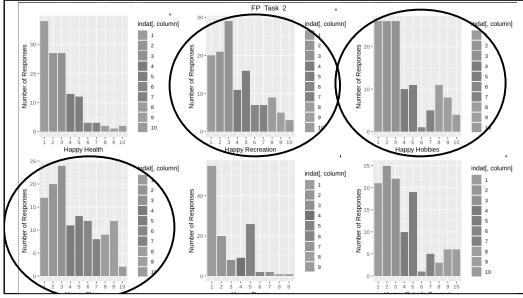
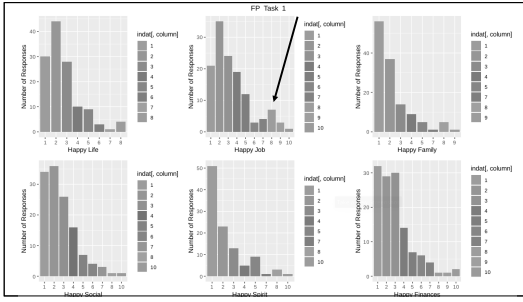
• FP	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.0	2.0	3.0	3.4	4.0	10.0	30
• MDI	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.000	3.000	4.000	4.585	6.000	10.000	17
• AA	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.00	2.75	4.50	5.00	8.00	9.00	4
• Admin	Min.	1st Qu.	Median	Mean	3rd Qu.	Max.	NA's
	1.00	2.00	3.00	3.00	3.75	6.00	2

## Asked a large number of specifics

- Facilities, relationship with boss, etc. Please see URL for specifics

## FP

- FP s are generally happy.
- The high scorers (more unhappy) are
  - Exhaustion, stress, sleep, time for hobbies and/or recreation
  - Support from outside agencies (e.g. Sheriff, DA s, etc)
  - Support from superior agency (e.g. DHHS)
- Interestingly, there a bimodal distribution for "happy with my job" with one peak at around 2.5 and the other (smaller peak) around 8.



The most important predictor of happiness was relationship with boss

- This is consistent with studies done in other places
  - Among physicians, key predictors are relationship with supervisor/command, professional growth, and feeling that what you are doing is appreciated.
  - Salary was 21<sup>st</sup> out of 22

Proportion of variance explained by model: 90.59%

Relative importance metrics:

Support from boss	0.103875065
Love coming to work	0.093116673
Workplace fun	0.070053044
Race	0.070618862
Support from superior agency	0.069174494
Regulation	0.062304455
Treated with respect at work	0.050291560
Marital	0.049213006
Time for hobbies	0.037106387
Get along at work	0.034360609
Academic affiliation	0.033901708
Time for recreation	0.033087347
Public vs Private employee	0.033576276
Coroner v ME v consultant	0.029282217
Facilities	0.027192269
Overworked v Bored	0.025017313
Personal office space	0.020542673
Enough sleep	0.018138664
Job Position (Chief v staff)	0.01555586
Religious	0.013503895
cost adjusted primary income	0.009276948
Admin v Pathologist in charge	0.006087704

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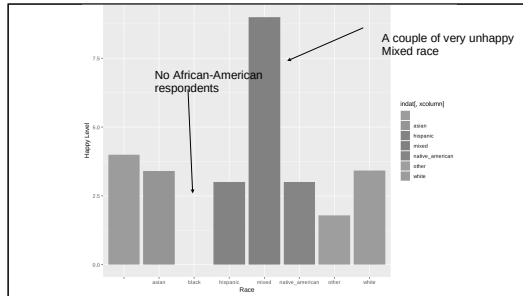
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## Race - misleading result

- No respondents in the "black" classification answered the "are you happy at your job" question. Thus, the column is blank.
- The first column is people who didn't answer the race question but answered the happy job question.
- The results are weighed by a very small number of very unhappy self-identified "mixed."
- These results are not normalized by n. This would be different if it were

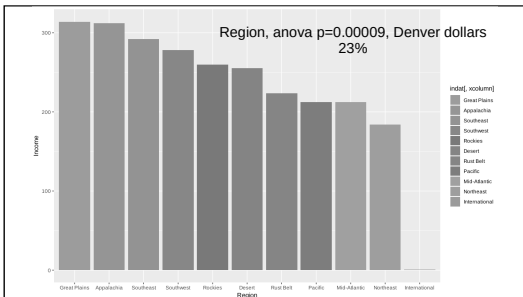
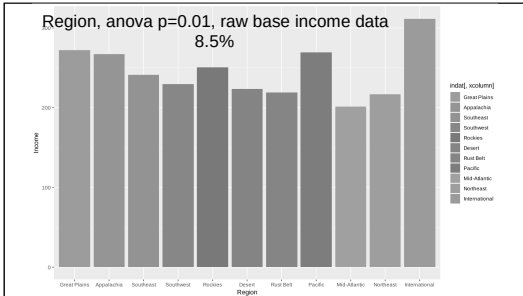


## Similarly, asked a number of predictors for income

- Type of office (Coroner, ME)
- Region of country
- Population served
- Etc
- Again, please see URL for details
- Region and title (e.g. Chief, Deputy, Staff) were the most important

**2018 multivariate results**  
**Base Income**

- Region: 15.0%
- Title 9.8%
- Does locums 5.5%
- Specialty certification (any) 5.49%
- Experience: 5.2%
- Employer type: 4.9%
- Office type: 3.2%
- Does consults 3.1%
- FP certification 2.7%
- Office size 2.4%
- Race 2.4%
- Sex 2.3%
- System size 1.9%
- Age 1.6%



Once again, for the full data  
analysis...

- 22 installments
- Go to [www.forensicpath.biz/2019survey](http://www.forensicpath.biz/2019survey)