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 PathBio 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
- 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...
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=2
- 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, mean 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 FP, 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
- Non-tenure – 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” mid-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
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
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 $1,000, Median $25,000, Mean $58,470, Max $400,000
- n=67

Most people, it seems, are like me – they do a 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.
Cost of living adjusted base income

base income, fp
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

<table>
<thead>
<tr>
<th>Min. 1st Qu.</th>
<th>Median</th>
<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>37.0</td>
<td>185.0</td>
<td>238.0</td>
<td>270.0</td>
<td>506.5</td>
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</table>
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
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).
FPs

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

<table>
<thead>
<tr>
<th>Min</th>
<th>1st Qu.</th>
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<th>Mean</th>
<th>3rd Qu.</th>
<th>Max</th>
<th>NA's</th>
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</thead>
<tbody>
<tr>
<td>0.000</td>
<td>2.000</td>
<td>4.000</td>
<td>5.069</td>
<td>6.000</td>
<td>40.000</td>
<td>76</td>
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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

- Incorporating?
  - No 17
  - 1 in process of doing LLC but not there yet 24
  - 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**
  
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<tr>
<th>Min. 1st Qu.</th>
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<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.0</td>
<td>350.0</td>
<td>450.0</td>
<td>427.1</td>
<td>512.5</td>
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- **Indigent defense**
  
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<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.0</td>
<td>200.0</td>
<td>350.0</td>
<td>317.5</td>
<td>450.0</td>
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- **Criminal prosecution**
  
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<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.0</td>
<td>350.0</td>
<td>400.0</td>
<td>415.9</td>
<td>550.0</td>
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- **Civil defense**
  
<table>
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<tr>
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<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
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<tr>
<td>1</td>
<td>400.0</td>
<td>450.0</td>
<td>518</td>
<td>550</td>
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</table>

- **Civil plaintiff**
  
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<tr>
<th>Min. 1st Qu.</th>
<th>Median</th>
<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
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</thead>
<tbody>
<tr>
<td>3.0</td>
<td>400.0</td>
<td>450.0</td>
<td>508.1</td>
<td>550</td>
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</table>

- **NGOs**
  
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<th>Mean 3rd Qu.</th>
<th>Max.</th>
<th>NA's</th>
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<td>0.0</td>
<td>200.0</td>
<td>244</td>
<td>400</td>
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</tbody>
</table>
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
  - 1.00 2.00 2.00 2.000 3.000 8.000 30
- **MDI**
  - Min. 1st Qu. Median Mean 3rd Qu. Max. NA's
  - 1.00 2.00 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 1.0 2.0 2.0 2.0 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 4.6 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 3.75 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 21st out of 22
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): 4.9%
- 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%

Region, anova p=0.01, raw base income data
8.5%

Region, anova p=0.00009, Denver dollars
25%
Once again, for the full data analysis...

- 22 installments
- Go to www.forensicpath.biz/2019survey