



CHIEF FORENSIC PATHOLOGIST

SACRAMENTO
COUNTY





THE COMMUNITY

Sacramento County covers 984 square miles and is home to the California state capital, 1.5 million residents and seven incorporated cities: Citrus Heights, Elk Grove, Folsom, Galt, Isleton, Rancho Cordova and Sacramento. The population of Sacramento County's unincorporated area is approximately 564,000.

Residents in Sacramento County have a variety of recreational, dining and entertainment options to choose from. The County is home to more than 15,000 acres of park, plus the 23-mile American River Parkway, where more than five million visitors enjoy the unique wildlife and recreation area annually. Fishing, boating and rafting opportunities are available to water enthusiasts, and picnic sites, golfing, guided natural and historic tours are steps away from the multi-use trail. With its close vicinity to local agriculture, County residents also have an extraordinary selection of local food, wines and beers.

Sacramento County is one of the most affordable home-buying metropolitan areas in the state, and has a skilled workforce, high graduation rates and college-educated residents. The County is a leader in the 21st century economy with growing advanced manufacturing, agriculture and food, clean energy technology, information and communications technology and life sciences.

COUNTY GOVERNMENT

The County of Sacramento was incorporated in 1850 in response to the needs of a growing population and was one of the original 27 counties of California. In 1933, the Sacramento County Charter was established, along with the County Executive position.

The County is governed by five members of the Sacramento County Board of Supervisors, elected on a non-partisan basis to serve staggered four-year terms, each representing one of the five districts. The County Executive is responsible to the Board for planning, organizing and directing County activities. Other elected officials include the Assessor, District Attorney and the Sheriff.

In 1972, an amendment to the County Charter was implemented to organize the County on an agency basis for more effective administration of functions for which the County Executive is responsible to the Board of Supervisors. Approved by the electorate, the amendment established agency heads to groups of County Departments. The four agencies within the County, which report to the County Executive, are Administrative Services, Community Services, Public Safety & Justice, and Social Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County is responsible, pursuant to the County Charter or ordinances, or by state or federal mandate, to provide health and welfare, criminal justice and municipal services (including law enforcement), as well as other services to County residents. Major services include the Airport System, Animal Care Services, Clerk Recorder, Criminal Justice, Health and Welfare, Property Tax System, Regional Parks, Transportation, Waste Management and Recycling, Voter Registration and Water Resources.

The County's Approved Fiscal Year (FY) 2024-25 Budget is over \$8.8 billion, and there are more than 13,600 full-time employees.

THE DEPARTMENT

The Coroner's Office serves and protects the interests of the community by determining the cause, circumstances, and manner of deaths that occur within the County. It is the duty of the Coroner's Office to identify deceased individuals, notify next-of-kin of deaths, initiate the death certificate, and to provide forensic consultative services concerning investigated deaths. The Coroner's Office is also responsible for final disposition of all indigent/abandoned decedents in Sacramento County and for protecting, securing, and returning decedent property to the legal next of kin.

In accordance with California law, and with the highest level of professionalism, compassion, and efficiency, the Department's professional staff investigate suspicious, unusual, unnatural, and unexpected sudden deaths to determine the cause and manner of deaths through autopsies and investigations. The Coroner's Office uses staff's findings to issue death certificates, monitor types of deaths and public health, and as evidence for civil and criminal legal cases and insurance settlements.

The Coroner's Office employs 39 full-time employees and the approved Fiscal Year 2024-25 Budget is \$9,609,580.

THE POSITION

The Chief Forensic Pathologist oversees the clinical activities of the Coroner's Office related to autopsies, external examinations, and medical record reviews; develops policies and protocols; and performs other related duties.

This management level class is responsible for all medical decisions made in the Coroner's Office including cause of death determinations, wound interpretations, autopsy strategies, test selections, and evidence collection. This class supervises the next lower class of Forensic Pathologist and participates in the Executive Management of the Coroner's Office.

The Chief Forensic Pathologist position requires specific training and experience in the specialty of forensic pathology that requires board certification in this specialty, as well as the performance of duties associated with the medico-legal investigation of death or injuries.





REQUIREMENTS

Qualified candidates will possess five (5) years of experience as a Forensic Pathologist in a governmental Coroner or Medical Examiner setting. In addition, qualified candidates will possess the following:

- License to practice medicine in the State of California.
- Graduation from an accredited Forensic Pathology Fellowship Program.
- Board Certified in Anatomical and Forensic Pathology.

IDEAL CANDIDATE

The ideal candidate will have the proven ability to:

- Demonstrate exceptional analytical, organizational, and interpersonal and communication skills
- Foster a work environment that encourages internal and external stakeholder trust and a commitment to customer service
- Exemplify tremendous personal integrity and dedication to public service
- Have exceptional attention to detail, ensuring accuracy and thoroughness in all forensic examinations and reports
- Show empathy and understanding in interactions with families, colleagues, and the community



COMPENSATION

The County of Sacramento offers an excellent compensation and benefits program. The salary range for this position is \$335,792 - 370,202 annually plus an additional 3.35% management incentive for a combined total of \$347,041 - \$382,603 annually.

Effective June 30, 2024, a general salary wage adjustment of 3.3% will be made based on changes in the CPI index (CPI-W) over the past year. With the adjustment, the salary range for this position will be \$346,873 - \$382,419. With the 3.35% management incentive, the combined total will be \$358,493 - \$395,230.

In addition to the above salary, the Chief Forensic Pathologist is eligible for a ten percent (10%) differential upon completion of an accredited training program, with or without Board certification, in one or more of the following areas: Neuropathology, Forensic Odontology, Radiology, Forensic Anthropology, Cardiac Pathology, Pediatric Pathology, and Forensic Toxicology.

The attractive benefits program includes:

- **Retirement** – The County’s defined-benefit pension plan is provided by the County Employees’ Retirement Law of 1937 and is managed by the Sacramento County Employees’ Retirement System (SCERS) Board of Retirement.
- **Medical Insurance** – Choice of HMO and High Deductible Health Plans (HDHP), to include Kaiser, Sutter, and Western Health Advantage.
- **Deferred Compensation** – A deferred compensation program is available through the County 457(b) Deferred Compensation Plan. The County will match contributions to the 457(b)Deferred Compensation Plan up to 3% of the monthly gross salary into a 401(a) plan as long as the contributions to the 457(b) are at least 1% of gross salary for the pay period or at least 1% of the compensation earned year-to-date.
- **Life Insurance** – \$50,000 in life insurance coverage for the employee and \$2,000 for all eligible dependents. Employees have the option to purchase up to \$1,000,000 in additional life insurance coverage.
- **Holidays** – 14.5 paid holidays per year.
- **Vacation** – Two to five weeks (based upon length of service) of paid vacation.
- **Sick Leave** – 15 days per year.
- **Flexible Spending Accounts** – Employees may set aside funds on a pre-tax basis to pay for eligible medical and/or dependent care expenses.
- **Other Benefits** – The County contributes into a Retiree Health Savings Plan. After 10 years of County service, employees are eligible for 2.5% longevity pay.
- **Tuition Reimbursement** - Dependent upon union agreements, regular County employees may be eligible to receive Tuition Reimbursement. The costs for course tuition/registration fees and required books/supplies are eligible for reimbursement. Tuition reimbursement amounts may vary depending upon union agreement.

HOW TO APPLY

If you are interested in pursuing this unique and exceptional career opportunity, please submit your letter of interest and resume to the Department of Personnel Services Recruitment and Talent Acquisition Team at DPS-Recruitment@saccounty.gov.

Submissions will be screened according to the qualifications outlined above. The most qualified candidates will be invited to participate in the interview and selection process.