CLARK COUNTY
STAFF REPORT

DEPARTMENT: Human Resources

DATE: October 21, 2014

REQUEST: Approve the addition of a new classification, Associate Medical Examiner, with a pay range of M2 854

CHECK ONE: X Consent _____ CAO

BACKGROUND

This request is to create a new classification of Associate Medical Examiner. A comparison study was conducted with the county's comparators as well as across the country to determine an appropriate job description and pay range. In addition, internal equity was considered along with recommendations from Clark County's Medical Examiner, Dr. Dennis Wickham. Comparable pay ranges found in the Pacific Northwest and across the country varied widely by population size and cost of living factors. The proposed pay range is proportionate to the research conducted and considers internal equity factors.

The Associate Medical Examiner is a unique stand-alone position for the county, as is the Medical Examiner. In order to be certified, a candidate must have completed medical school and post-medical school training, and performed at least 50 autopsies and have been evaluated for competency by the American Board of Pathology (ABP). The certification process can take 4 to 5 years to complete. The candidate must then renew certification by the American Board of Pathology in forensic pathology on a regular basis. There are several studies that indicate that the labor market supply of forensic pathologists is very limited with approximately only 500 in the entire country.

The addition of an Associate Medical Examiner classification and subsequent recruitment will ensure that a viable succession plan is in place for the Medical Examiner's office.

COMMUNITY OUTREACH

There was no community outreach specific to the request.

BUDGET AND POLICY IMPLICATIONS

Request for the addition of this position is being made through the budget process. There is no direct budget impact resulting from this request to create a new classification or to a add new range.

FISCAL IMPACTS

☐ **Yes (see attached form)** ☑ **No**

ACTION REQUESTED

Approve addition to the pay plan of new classification Associate Medical Examiner, Salary Range M2 854.

DISTRIBUTION

Joe Hertig, Jeremy Hammrich – Human Resources
Dr. Wickham, Nikki Costa – Medical Examiner's Office

Francine Reis
Human Resources Director

Approved: _____
CLARK COUNTY
BOARD OF COMMISSIONERS

DATE – 10-21-14 SR 231-14