



BOARD OF SUPERVISORS  
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

Department Name: Human Resources  
Department No.: 064  
For Agenda Of: 2/12/08  
Placement: Administrative  
Estimated Tme:  
Continued Item: No  
If Yes, date from:  
Vote Required: Majority

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**TO:** Board of Supervisors

**FROM:** Department Susan Paul, Assistant CEO/HR Director, 568-2817  
Director(s)  
Contact Info: Joseph Pisano, Senior HR Analyst, 568-2839

**SUBJECT: Forensic Pathologist Compensation**

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**County Counsel Concurrence**

As to form: Select\_Concurrence

**Other Concurrence:** Select\_Other

As to form: Select\_Concurrence

**Recommended Actions:**

That the Board adopt a resolution, effective September 10, 2007, placing the classification of Forensic Pathologist into salary range 2 in the pay system established for physicians, and placing the incumbent on step "B" in that pay range.

**Summary Text:**

In September 2007 the Board authorized a new pay system for the County's physicians as part of a contract extension with the Union of American Physicians and Dentists (UAPD); however, the classification of Forensic Pathologist was not originally included in the new pay. The Forensic Pathologist is a classification represented by UAPD, and the recommended action places this classification in the appropriate salary range and step in the pay system.

**Background:** There is a single-position classification of Forensic Pathologist, a physician, represented by the UAPD and allocated to the Sheriff's Department. This physician performs autopsies and other medical-legal pathology services (such as examining the nature and origin of wounds), acts as a professional medical consultant, and provides expert witness services for the Sheriff. Staff recommends that this classification be allocated to salary range 2 in the new pay system negotiated with the UAPD and that the incumbent be placed at step "B", effective on the date that system was implemented: September 10, 2007. The Sheriff and the UAPD concur with this recommendation.

**Fiscal and Facilities Impacts:**

**Auditor-Controller Concurrence**

As to form: Select\_Concurrence

**Budgeted: Yes Fiscal Analysis:**

The recommended action would place the incumbent in salary range 2, step "B" (\$14,626 monthly) effective September 10, 2007. The estimated cost increase of this recommendation including rollups is approximately \$14,417 for the remainder of Fiscal Year 2007-2008 and approximately \$17,850 annually thereafter. Of the estimated annual cost of \$17,850, approximately \$3,035 would be in the form of increased County contribution to the retirement system. The biannual actuarial study of the Santa Barbara County Retirement System as adopted by the Board of Retirement includes certain economic and non-economic assumptions in setting the employer's contribution rate, which is used to estimate the impact of the recommended actions on the County's contribution to the retirement system. The Sheriff will absorb the additional cost for the remainder of Fiscal Year 2007-08 within the Department's current budget and will plan for the ongoing cost as part of subsequent budget cycles.

**Staffing Impacts:**

**Legal Positions:**

**FTEs:**

**Special Instructions:**

Please send a copy of the signed resolution to Susan Kean in the Human Resources Department.

**Attachments:**

**Authored by:** Joseph Pisano

**cc:** County Counsel  
Auditor-Controller  
Sheriff  
UAPD