



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:** Sheriff  
**Department No.:** 032  
**For Agenda Of:** December 17, 2019  
**Placement:** Administrative Agenda  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** 4/5

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**TO:** Board of Supervisors  
**FROM:** Department Sheriff Bill Brown  
Contact Info: Lieutenant Erik Raney, ext. 4136  
**SUBJECT:** Approve New Salary Range for the Forensic Pathologist Job Classification  
within the Sheriff's Office

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Human Resources

As to form: Yes

**Auditor-Controller Concurrence**

As to form: N/A

**Recommended Actions:**

That the Board of Supervisors:

- a) Adopt the resolution in Attachment A to establish a new salary range for the single-position job classification of Forensic Pathologist, and place the current incumbent at B-step in the new salary range, as of December 16, 2019; and
- b) Determine that these actions are exempt from California Environmental Quality Act (CEQA) review as it is not a project pursuant to CEQA Guidelines section 15378 (b) (5).

**Summary Text:**

The recommended actions provide an equity adjustment to the salary range for the single-position job classification of Forensic Pathologist. The Forensic Pathologist is assigned within the Sheriff's Office, Coroner's Bureau. The incumbent will be placed on B-step, in the newly established salary range.

**Background:**

The classification of Forensic Pathologist is a highly specialized field with significant recruitment and retention challenges. Many counties in the State contract for these services because they cannot hire qualified staff as regular employees. Qualified Forensic Pathologists nationwide have numerous job opportunities due to the relative lack of qualified pathologists in the field.

The Sheriff's Office has long understood the benefits of having a Forensic Pathologist on staff, rather than contracting with a service. The many benefits include the availability of a pathologist to respond 24/7 for emergencies, the immediate access for case review, consultation with DA's and testimony in court without delay. A staff pathologist allows for timely and cost-effective autopsies, which enables the release of decedents to family members sooner than contract services would allow. Autopsies conducted by contract services can often take 4-6 months to receive completed reports and cost approximately \$2,500 each with additional fees charged for consultation and testimony in court.

Most of the comparison counties typically used by the County of Santa Barbara for salary comparisons contract for Forensic Pathology services. Ventura, San Luis Obispo and Santa Cruz Counties have regular staff pathologists. Santa Barbara County is approximately 16% below the market average. The recommended action would increase the top of the salary range by approximately 19%. By placing the incumbent on B-step, the Sheriff's Office can better manage the cost of the increase.

The incumbent, Dr. Manuel Montez, was hired in December of 2015 and has performed exceedingly well. The recommended 8% adjustment would increase his annual salary from approximately \$243,000 to \$262,000 with the potential for future step increases based on continued performance. The Sheriff's Office believes that the recommended action will result in Dr. Montez remaining with the Sheriff's Office in his current position. However, if not, the County will be more competitive in recruiting for a replacement should he leave.

The County has met its obligation to meet and confer with the Union of American Physicians and Dentists, which represents employees in this job classification, and the union supports the recommended action.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

The fully loaded cost increase for FY 19/20 is \$9,720. This increase will be covered using salary savings from vacant positions for FY 19/20.

**Special Instructions:**

Please send one (1) copy of the minute order and fully-executed salary resolution Hope Vasquez, Sheriff's Office and one (1) copy to Stefan Brewer, Senior Workforce Planning Analyst, Human Resources department at [SBrewer@sbcountyhr.org](mailto:SBrewer@sbcountyhr.org).

**Attachments:**

Attachment A – Salary Resolution

**Authored by:**

Lieutenant Erik Raney

**cc:**