



Forensic Pathologist

Stanislaus County Sheriff's Department

\$326,518-\$489,798 Annually

Stanislaus County now offers an employee bonus worth up to **\$10,000 or 21 additional days of leave time!***
**See inside for details*

This is a continuous recruitment.

We encourage you to apply immediately as this recruitment may close at any time.

This recruitment is being conducted to fill a part-time vacancy for the Stanislaus County Sheriff's Department and to establish an eligibility list to fill future full-time and part-time vacancies throughout Stanislaus County

THE DEPARTMENT

The Stanislaus County Sheriff's Department is dedicated to serve and protect the community through the highest standards of professionalism and ethical conduct by ENFORCEMENT, PREVENTION and EDUCATION in partnership with our community.

Our Community demands the best service we can provide, so we continually search for candidates who have a strong desire to make a positive impact on it. The Stanislaus County Sheriff's Department offers multiple career opportunities in an organization that maintains Pride in Service, Dedication to Duty and Excellence in Performance.

Our state of art coroner's facility was dedicated in November of 2015. This 9,000 square foot facility has a large main autopsy room with advanced filtration and odor mitigation. It includes hospital grade lighting with a high definition camera system. In addition, we have a separate isolation autopsy room and another dedicated operating room for tissue recovery.

Our facility stands out above and beyond other coroner facilities in California as it was designed with comfort and convenience in mind. We have a large main cooler, smaller secondary, and a separate freezer. There is a dedicated laboratory room onsite with a histology station and workspace for our Forensic Odonatologist. Pathologists have their own private office and dedicated dictation room. As a convenience, we have a 2,000 square foot fitness facility onsite.

*Interested in learning more about
Sheriff's Department?
Scan the QR code or visit www.scsdonline.com*



THE POSITION

The Forensic Pathologist will perform forensic pathology services including, but not limited to: management and development of a regional pathology model, autopsies at the direction of the Sheriff-Coroner or his designee, general case investigation, external examinations, professional medical consultations related to such work, medical record reviews, and expert witness testimony. The Forensic Pathologist is a single position assigned to the Sheriff's Office and performs related duties as assigned. This position is considered unclassified and is designated management for labor relations purposes. In extenuating circumstances, this position may require work outside of the normal business workweek including standby, on-call, callback, weekend, and holiday assignments as required.

THE TYPICAL TASKS

- Develop and manage a regional pathology model, including providing professional pathology services to other jurisdictions
- Establish and maintain effective working relationships with members of the legal profession, public, staff, and governmental agencies
- Perform and oversee autopsies
- Perform general case investigations, including preparation of comprehensive reports
- Provide expert witness testimony and testify in Local, State, and Federal Court proceedings
- At the direction of the Sheriff-Coroner or his designee, respond to death scenes, consultations and autopsies as needed during non-business hours
- Maintain cooperative relationships with transplant organizations
- May communicate with families and other interested parties to explain autopsy findings
- May provide administrative, operational, and supervisory direction to staff
- May participate in countywide death review teams and hospital peer committees concerning traumatic death

*Apply today
to join our team &
make a difference in
Stanislaus County!*



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.

THE MINIMUM QUALIFICATIONS

KNOWLEDGE

- Current methods and techniques in Forensic Pathology and related scientific aspects of death investigation
- Procedures, techniques, and equipment utilized in forensic medicine, including medicolegal autopsy, forensic toxicology, ballistic/firearms examination, trace evidence, forensic serology, forensic anthropology, DNA technology, and interpretation of histology and clinical chemistry
- Identification procedures
- Laws, legal codes, court procedures, and government regulations
- Modern office procedures and equipment
- Proper usage of English grammar and punctuation

SKILLS/ABILITIES

- Perform highly skilled post-mortem examinations
- Review and analyze complex investigation data
- Prepare comprehensive case reports
- Communicate effectively both orally and in writing
- Operate a variety of computer programs
- Multi-task, prioritize and problem solve
- Travel to various sites when necessary

LICENSE

- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents

EDUCATION/EXPERIENCE

Graduation from an accredited medical school including a Forensic Pathology Fellowship Program

AND

Certification by the American Board of Pathology

AND

Three years of experience in forensic pathology

AND

Possession of a valid Physicians and Surgeons Certificate issued by the Board of Medical Examiners of the State of California.

NOTE: No felony convictions. Must be of good moral character and must not have been convicted of a crime for which the punishment could have been imprisonment in a Federal penitentiary or State prison.

Proof of education is required for verification purposes at the time of application. Applicants who are un-able to submit proof must call (209) 567-4412 to make other arrangements before 5 pm on the final filing date. Failure to submit proof or make other arrangements before the final filing deadline will result in disqualification.



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JOIN OUR TEAM and receive a bonus worth UP TO \$10,000 or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



Cash Payout

Redo that kitchen or paydown debt.

It's all yours.



Leave Time

Take a little extra time off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable income and receive it later.

Why not?



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clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 BONUS CASH PAYMENT

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



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COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$317,012 - \$475,508 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 56 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 10 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance upon Department Head approval
- Moving allowance recruited from out-of-County
- Disability protection
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000! Visit stanjobs.org for details

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization— from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.

CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

APPLICATION PROCEDURES/FINAL FILING DATE

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment drug screening and job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.