




ALLIANCE
RESOURCE CONSULTING LLC

Chief Forensic Pathologist
Sacramento County, CA

The Opportunity

Sacramento County is offering a rare and rewarding leadership opportunity for an accomplished Forensic Pathologist to serve as the County's next Chief Forensic Pathologist. This role is ideal for a seasoned professional who values both hands-on casework and the chance to mentor the next generation of pathologists in a collegial, team-oriented environment. As the largest full-time forensic pathology operation in the region, Sacramento County offers meaningful impact, professional stability, and the ability to help shape the future of a service-driven Coroner's Office. For the right leader—someone who brings technical excellence, sound judgment, compassion, and a passion for teaching—this position offers the ability to make a profound and lasting difference in a community known for its diversity, quality of life, and strong public safety partnerships.

The Community

Sacramento County covers 984 square miles and is home to the California state capital, 1.6 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 600,000.

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 parks, 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 a metropolitan area with 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 Health and Human Services. Sacramento County has more than 30 departments and offices that provide services to County residents.

The County's Adopted Fiscal Year (FY) 2025-26 Budget is over \$9.2 billion, and there are more than 12,800 budgeted full-time employee positions.

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 provide forensic consultative services concerning investigated deaths.

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 40 full-time employees, and the approved Fiscal Year 2025-26 Budget is \$9,685,657.

The Position

Sacramento County is seeking a highly experienced and hands-on Chief Forensic Pathologist to lead a dedicated team of professionals in one of California's most unique coroner systems. This is an exceptional opportunity for a seasoned, fellowship-trained Forensic Pathologist who wants to continue practicing at a high level while providing steady, skillful leadership.

The Chief will serve as a working technical leader, performing approximately 150 autopsies at minimum annually and providing clinical oversight, case consultation, and mentorship to two early-career forensic pathologists. The Chief Forensic Pathologist reports directly to the Coroner, who oversees the Department's personnel, finance, and operational functions. As the only full-time pathologist team in the region, Sacramento County plays a vital role in regional death investigation, handling approximately 8,000 reportable deaths and approximately 2,000 examinations per year. They include record reviews, partial, full, and external examinations.

Sacramento County is deeply committed to finding a Chief who values long-term stability, enjoys mentoring new physicians, and sees Sacramento as the right place to continue a meaningful and impactful career. The ideal candidate will appreciate joining a department that values compassion, collaboration, and professional excellence.

For the right individual, this role offers a rare combination of leadership influence, clinical engagement, lifestyle balance, and the chance to shape the next generation of forensic pathologists.

The next Chief Forensic Pathologist will play a vital hands-on leadership role, working closely with three forensic pathologists who rely on strong mentorship, case review support, and daily clinical guidance. This leader will help set and maintain high standards for autopsy practice, documentation quality, case management, and courtroom testimony, while conducting approximately 150 autopsies annually.

The Chief will foster a collaborative, supportive, and learning-focused environment, modeling professionalism, sound judgment, and a commitment to excellence. They will also work closely with Department leadership to support ongoing efforts that strengthen team culture, enhance internal communication, and preserve the Department's reputation for accuracy, compassion, and reliable expertise.

The Ideal Candidate

The ideal Chief Forensic Pathologist is an experienced, steady, and highly skilled physician who brings both technical mastery and a passion for mentorship. The County is seeking a candidate who enjoys performing autopsies and wants to lead a department that values teamwork, compassion, and professional excellence.

They will be an expert in forensic pathology, confident in courtroom testimony, and experienced in managing complex cases. This person will be a natural teacher who enjoys guiding early-career physicians, setting expectations, and fostering a supportive environment built on trust and communication. The ideal candidate will be collaborative, humble, culturally competent, and committed to public service.

Minimum Qualifications:

- ▶ License to practice medicine in the State of California (or ability to obtain upon hire)
- ▶ Graduation from an accredited Forensic Pathology Fellowship Program
- ▶ Board Certification in Anatomical Pathology and Forensic Pathology
- ▶ At least five (5) years of experience as a Forensic Pathologist in a governmental coroner or medical examiner setting

Highly Desirable:

- ▶ 15–20+ years of experience, ideally with fellowship teaching or leadership experience
- ▶ Experience in mid-sized offices similar to Sacramento
- ▶ Experience in jurisdictions that feature large, well-structured systems

Compensation and Benefits

The salary range for this position is \$368,532.00 – \$406,303.92 annually. With the ten percent (10%) differential*, **the total compensation range is \$405,385.20 – \$446,934.31 annually.**

**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), including Kaiser, Sutter, and Western Health Advantage.
- ▶ Deferred Compensation – The County matches contributions up to 3% into a 401(a) plan when employees contribute at least 1% to the 457(b) plan.
- ▶ Life Insurance – \$50,000 for employees and \$2,000 for dependents, with optional supplemental coverage up to \$1,000,000.
- ▶ Holidays – 14.5 paid holidays per year.
- ▶ Vacation – Two to five weeks, depending on length of service.
- ▶ Sick Leave – 15 days per year.
- ▶ Management Leave – Up to 80 hours of management leave annually that are replenished at the start of the next calendar year up to a maximum of 80 hours.
- ▶ Flexible Spending Accounts – Pre-tax funds for medical or dependent care expenses.
- ▶ Other Benefits – County contributions to a Retiree Health Savings Plan; 4% longevity pay after 10 years.
- ▶ Education Reimbursement – Covers tuition, fees, and required supplies; amounts vary by union agreement.

Application and Selection Process

To be considered, applicants must apply online at: www.alliancerc.com and submit a cover letter and resume by **February 23, 2026**. Following the close of the recruitment, the most qualified candidates will be invited to participate in the interview and selection process. The County is holding the week of **March 23, 2026** for first-round interviews and the week of **April 6, 2026** for in-person second-round interviews. Following a pre-employment screening, the target start date for the new hire will be around **May 2026**.

For questions, inquiries, or candidate recommendations, please contact:

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Sacramento County is about enriching communities to thrive. We strive to create inclusive workplaces that reflect the communities we serve. We value and celebrate the unique perspectives, backgrounds, abilities, and diverse dimensions of our employees and residents. Through transparency, courage, innovation, and trust we are committed to advance equity and transformational change.

We are a proud equal opportunity employer. If you need assistance or an accommodation due to a disability for any phase of the hiring process, please contact our Disability Compliance Office at dco@saccounty.gov or 916-874-7642, CA Relay 711.