



Board of County Commissioners

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February 24, 2025

John Titkanich
Indian River County Administrator
1801 27th Street
Vero Beach, FL 32960

RE: Medical Examiner

Dear Mr. Donaldson,

The Medical Examiner, as an independent contractor for our District 19 Medical Examiner services, has shared information on the workload and compensation of District 19 versus other Medical Examiner districts. The information is attached for your review as well.

For example, our District 19 serves a population of approx. 739k, has a staffing level of 19 and has a Medical Examiner's Salary of \$367k. Based upon a survey of Florida Medical Examiners conducted during February 2025, our district performed over 900 autopsies. In comparison the Medical Examiner for District 8, which covers a population of approx. 424k, performed 440 autopsies and established a salary of \$510,000 annually for their Medical Examiner. Additionally, the Medical Examiner for District 10, which covers a population of approx. 928k, performed 232 autopsies (*less than a third of the autopsies conducted by District 19*) and established a salary of \$371,000 annually for their Medical Examiner

I have reviewed the information provided and the 2023 Annual Report by the Medical Examiners Commission, and it demonstrates the need to re-evaluate the salary of the Medical Examiner and the district staff. I have requested my Human Resources team to conduct a salary study of the entire staff at the Medical Examiner's office to ensure industry standards and equity. This study is also critical to creating an ongoing five (5) year strategic plan for the District 19 office. I believe this will benefit all four of our Counties in planning for future needs.

In response to the referenced information, the need to maintain industry salary trends and recent discussions with the Medical Examiner, a salary increase of \$127,857 per year along with the benefits that are driven by the salary change is recommended, effective as of June 1, 2025. The distribution of this recommendation is as follows:

St. Lucie County (46.41%): \$80,320 Full Year/\$26,774 FY 25 (4 months)
Indian River County (25.27%): \$43,734 Full Year/\$14,578 FY 25 (4 months)
Martin County (21.28%): \$36,829 Full Year/\$12,276 FY 25 (4 months)
Okeechobee County (7.04%): \$12,184 Full Year/\$4,061 FY 25 (4 months)

This is shared with you in accordance with our Interlocal Agreement and Section 406.06, F.S., which provides that district medical examiners and associate medical examiners shall be entitled to compensation and such reasonable salary and fees as established by the Board of County Commissioners in the respective districts. Please review the attached documents and advise if your commission is accepting of moving forward with the salary adjustment.

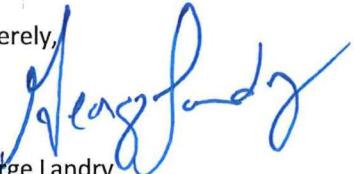
If approved by all four Counties, the FY 25 Budget would be amended to reflect the additional salary and benefits from June 1st to September 30th of this year. The full impact of an entire year would be reflected in next year's budget submission from the Medical Examiner.

Upon concurrence by all four Counties, I plan to agenda this item for my Board to consider approval.

As we continue to grow and look towards the future, it is vital we continue to review all the agencies within our District 19 to ensure planning for the future needs of the citizens of our counties are adequately and systematically addressed.

Thank you for your consideration and I look forward to hearing from you.

Sincerely,



George Landry
County Administrator

Enclosures