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**OFFICE OF THE CHIEF MEDICAL EXAMINER
BOARD OF MEDICOLEGAL INVESTIGATIONS**

**BOARD MEETING AGENDA
REGULAR MEETING**

Thursday, November 2, 2023, 2:00 PM.
1627 Southwest Blvd., Tulsa, OK 74107, 918-295-3400

The Board may discuss, vote to approve, vote to disapprove, vote to table, or decide not to discuss any item on the agenda.

- I. Roll call
- II. Adoption of minutes from the August 3, 2023.
- III. Discussion and possible action regarding 2024 meeting dates for the Board of Medicolegal Investigations, Office of the Chief Medical Examiner.
- IV. Nomination, discussion, and possible election of Board Chairman.
- V. Nomination, discussion, and possible election of Board Vice Chairman.
- VI. Update from the Chief Medical Examiner
 - ◆ Agency update.
- VII. Update from Deputy Chief Medical Examiner
 - ◆ Tulsa office updates.
- VIII. Possible Executive Session pursuant to 25 O.S. § 307(B)(1), for the purpose of discussing the employment, performance, and compensation of Dr. Eric Pfeifer, Chief Medical Examiner, provided that any action taken shall be in open session.
 - A. Vote to Enter Executive Session
 - B. Executive Session pursuant to 25 O.S. § 307(B)(1)
 - C. Vote to Exit Executive Session
 - D. Possible discussion and action on matters discussed in Executive Session
- IX. New Business
- X. Adjourn

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**OFFICE OF THE CHIEF MEDICAL EXAMINER
BOARD OF MEDICOLEGAL INVESTIGATIONS**

**BOARD OF MEDICOLEGAL INVESTIGATIONS
REGULAR MEETING**

Board Meeting Minutes from
Thursday August 3, 2023, at 2:00 p.m.
921 N.E. 23rd Street, Oklahoma City, OK 73105 and
Via videoconference at 1627 Southwest Blvd., Tulsa, OK 74117

In conformity with the Oklahoma Open Meeting Act, advance notice of this meeting was transmitted to the Oklahoma Secretary of State on November 9, 2022, at 4:26 P.M. and public notice of this meeting, together with the agenda, was posted in prominent public view on the front door of the Office of the Chief Medical Examiner, 921 NE 23rd Street, Oklahoma City, OK and 1627 Southwest Blvd., Tulsa, OK 74117.

Members present: Mr. Keith Reed, Mr. Tyler Stiles, Ms. Andrea Fielding, Ms. Angela Marsee, Dr. Doug Stewart, and Dr. Eric Pfeifer.

Members absent: Dr. Jason Beaman, Dr. Eric Harp, Dr. Michael Magguilli.

Others Present: Dr. Josh Lanter (OCME), Madalynn Martin (OAG), Kari Learned (OCME), Elysa Powers (OCME).

Mr. Stiles called the meeting to order at 2:00 p.m. Roll was called and a quorum was established.

Ms. Fielding motioned to adopt the minutes as written from the May 18, 2023, meeting. Mr. Reed seconded the motion. Roll was called, Ms. Marsee and Dr. Steward abstained, all others were in favor.

- Update from the Chief Medical Examiner, Dr. Eric Pfeifer

~ Dr. Pfeifer presented the agency update to the Board.

Dr. Pfeifer announced the top concerns have grown some. The supply of interested FP has dwindled and getting forensic pathologists (FP) and support staffs continues to be a challenge. We've had some international interest; however, they do not meet requirements to practice in Oklahoma. The best practice going forward will be to train fellows and retain the good ones. We have 1 fellow this year and 2 next year that we think are good candidates to retain. If we go this route, the process could take 2-3 years to fill the open positions.

We are working with the Oklahoma State Department of Health (OSDH) and other agencies to make the death certification process more efficient. Internally, we are looking at options on how the Office of the Chief Medical Examiner (OCME) could assist in speeding up the process of completing death certificates.

The OCME toxicology lab is under significant stress as they prepare for the International Organization for Standardization (ISO) accreditation site visit scheduled for the end of this month. They've had continual accreditation by the American Board of Forensic Toxicology (ABFT), however, ISO is the newest standard. Once the site visit is over, 2 forensic toxicologists will refocus on signing out their reports.

We've started working on strategic planning for next year. We are asking for another forensic anthropologist, forensic pathologist, and possible support staffs. We will need to add office space for these positions and are discussing building office space on the 3rd floor at the Oklahoma City practice.

The agency received funding this year for 4 new investigators, however, we are having trouble with Office of Management and Enterprise Services (OMES) fleet department getting vehicles for the new positions. This has been an ongoing issue and previous requests for exemptions have been denied. Ms. Fielding said the Oklahoma State Bureau of Investigations (OSBI) experienced the same issues and were approved for an exemption.

Fentanyl deaths in Oklahoma in the last 5 calendar years have increased 1010%. This trend does not appear to be slowing. This is an additional burden on our toxicology laboratory and physicians.

Physicians –

Our fellow from last year, Dr. Doane joined our Tulsa practice as a staff physician. We are recruiting 4 pathologists for Tulsa and Oklahoma City. Outside the 2 pathologist joining us in July 2024, we have had no interest. We are working on improving recruitment in the fellowship program and relying on training our own forensic pathologists. We have opened the practice to contract and locums work. Dr. Niblo previously worked in the Tulsa office and is currently doing locums work in Oklahoma City and Tulsa. She is scheduled to work Saturday, Sunday, and Monday. This helps tremendously and the addition of Dr. Niblo has seen an immediate improvement in morale.

Last week Dr. Pfeifer attended the New England Seminar in Forensic Sciences. He listened to people from New York, Delaware, New Hampshire, Connecticut, and Maine who discussed difficulties they are facing. The response to their struggles is to cut corners on National Association of Medical Examiners (NAME) autopsy performance standards to get the work done. This seems counter-intuitive to Dr. Pfeifer who said we should aspire to achieve the standards. It became apparent to Dr. Pfeifer that we are doing well in this area.

Case turn-around time –

Open autopsy cases over 90 days old are down to 368. The data suggests we are signing out cases quicker than we get them in.

Fellowship –

Dr. Abreo joined the fellowship program for this academic year as a fellow. She is off to a good start. Her reports look great and she's actively participating in the practice.

Next year our program matched for both available fellowship slots. This is notable since several esteemed programs in the country went un-matched. With approximately 80 fellowship slots available this year, nation-wide only half were filled due to the lack of interest in forensic pathology.

The agency applied for a grant to enhance the fellowship program. This could potentially include expanded compensation and possibly student loan relief. We should know the awarding results in September.

Administration –

The agency is still in the bidding/procurement phase of a new case management system (CMS). Dr. Pfeifer's main concern is the time it's taken to get approvals through OMES. We are running the risk of not meeting the milestones before the grant funding expires. The agency will set aside money on the possibility we need to pay for a portion of the CMS.

An administrative assistant was hired in part to help our Family Assistance Coordinator in Oklahoma City. This reflects the 25% caseload increase in the last few years. We are also considering a project manager for building maintenance, NAME record keeping, and fleet management.

Anthropology –

Oklahoma is full of shallow, clandestine graves. Our 3 full-time anthropologists are overloaded with case work. Due to this we are asking of a 4th in the budget request.

Autopsy services –

The autopsy labs in Oklahoma City and Tulsa have semi-precious terrazzo floors. Oklahoma City's floor is now 6 years old and needs some maintenance. The Oklahoma City practice has 20,000 sq. ft. which will run approximately \$3.00 per square foot. We are in the process of requesting bids for this service.

We have engaged in a research study to assess the use of the CT along with bedside Randox toxicology testing. This is to see if we can replace some full autopsies in younger decedents who don't have a natural disease but have a positive toxicology. So far, the results suggest this could be done. We will continue the study for another year or so. Dr. Pfeifer says at this point, the study looks very promising. Additionally, we routinely CT and Lodox (x-ray) every decedent. This reduces the waiting time for the pathologists since this process is done when the body is received.

Information technology (IT) –

The installment process of the Laboratory Information Management System (LIMS) has entered its 8th year. We are looking into the IT cost of the 3rd floor buildout. We were quoted approximately \$100K for the project.

Investigations –

The average scene response time has been reduced from 1 hour, 25 minutes reported at the last meeting to 1 hour and 13 minutes. Dr. Pfeifer would like to see this response time even shorter.

Permit turnaround time has also decreased. October 2021, the average was 16 hours 13 minutes. We're now averaging 11 hours, 12 minutes. The goal is 2 business days which we are well within.

Toxicology lab –

The current turnaround time for positive toxicology results is 76 days. We are currently meeting NAME guidelines of 90% completed within 90 days. However, we would like to cut the turnaround time to 90% completed within 60 days.

The toxicology laboratory needs additional space for personnel. The expansion to the 3rd floor will also help in this area.

Legislation –

Dr. Pfeifer is not aware of any legislation or interim studies that may affect the agency.

Priority project –

The priority project for the agency has not changed and will continue to be National Association of Medical Examiners (NAME) reaccreditation by the end of 2025. This will be contingent on recruiting the needed physicians. Presently under NAME guidelines, they permit 250 full autopsy equivalents per physician per year.

Financial update –

Dr. Pfeifer discussed ideas for use of funds that have not been used from salaries that were encumbered for physician and other positions but were not used. A carryover adjustment was submitted for \$2.3M which was added to our available funds. We presently have \$7M in unincumbered cash. Dr. Pfeifer proposed the money be used in the following manner. Reserve \$3M for 2 months payroll expenses. The agency has several diagnostic machines that cost over \$500K each. We would like to reserve \$1M to immediately replace them as they reach the end of life and begin to fail. Dr. Pfeifer would like to allocate \$2M to the toxicology lab and Oklahoma City office expansion. The office expansion will be relatively inexpensive, however, the air handling portion in the toxicology lab will be a major expense. We will know more in the upcoming weeks as we have additional discussions with all parties. Lastly, Dr. Pfeifer would like to reserve \$1M for the CMS on the chance the project isn't completed within the required timeframe.

Mr. Reed asked if the CMS delay is solely with OMES, and Dr. Pfeifer confirmed that to be true. Ms. Fielding asked if OCME relies completely on OMES for IT needs. Dr. Pfeifer said OMES provides all IT services to the agency with the exception of an onsite Technical Relationship Manager. He is an OMES employee, however, OCME pays his salary. He is imbedded within our agency and is a valuable asset who we rely on greatly.

Dr. Pfeifer added that once the CMS vendor is selected, we will have a short amount of time to meet the milestones of the project. The grant funds expire July 31, 2024. Any milestones met after that date will be paid by OCME.

● Update from the Deputy Chief Medical Examiner, Dr. Josh Lanter

Dr. Lanter announced to the Board that the new Tulsa office is 99% complete on all necessary items. They are primarily waiting on security features they identified as weak points. The vendor is schedule to repair those issues in the near future. There are no issues with the building. The relationship with

Oklahoma State University (OSU) has eliminated any delays or major problems. Some HVAC issues were identified and corrected within hours, at this point Dr. Lanter has no complaints.

The Tulsa office will need to adjust for future growth. As mentioned in a previous meeting, the Tulsa practice is already running out of office space. They are working on ideas of how to increase that and think they may be alright for another year or two before needing to press OSU for additional offices. Dr. Lanter feels they have a good relationship with OSU and think they will allow the Tulsa practice to expand. The autopsy suite and coolers have plenty of room, the need is essentially office space.

New Business –
No new business.

Mr. Reed motioned to adjourn the meeting. Ms. Marsee seconded the motion. Roll was called and were in favor. The meeting was adjourned at 2:27 pm.

Calendar for Year 2024 (Observed)

| January | | | | | | |
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| March | | | | | | |
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| August | | | | | | |
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| September | | | | | | |
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| October | | | | | | |
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| November | | | | | | |
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| December | | | | | | |
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| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

OK State Holidays:

Jan 1 New Year's Day

Jan 15 Martin Luther King Jr. Day

Feb 19 Presidents' Day

May 27 Memorial Day

Jul 4 Independence Day

Sep 2 Labor Day

Nov 11 Veterans Day

Nov 28 & 29 Thanksgiving

Dec 24 & 25 Christmas

OCME Report to the Board of Medicolegal Investigations, November 2023

Eric Pfeifer, MD

Foreword

The following is a reporting format that includes key operational components of the practice and quality indicators important to the mission of the OMCE. New information and data is bolded. Previous relevant material is shaded in light gray.

Top Concerns for OCME operation

1. Hiring and retaining forensic pathologists, and support staffs to decrease TAT.
2. Working with Department of Health to make the death certificate process more efficient.
3. Strategic planning for FY25 (+ 1 FTE Forensic Anthropologist, +1 FTE forensic pathologist).
4. Expansion of OKC office and toxicology spaces.
5. Re-accreditation by the National Association of Medical Examiners (NAME).

Physicians

1. Open autopsy cases >90 days (excluding anthropology), November 2023: **427**
Open autopsy cases >90 days (excluding anthropology), August 2023: 368
Open autopsy cases >90 days (excluding anthropology), May 2, 2023: 438.
2. Three FPs are joining the OKC practice in July 2024.
3. Two FP interviews set up for Tulsa, with potential staff additions in July 2024.
4. Doctor Deol has accepted a position in Iowa; he might still do some locums for us.
5. We have made market-driven adjustments to FP salaries.
6. A modification to the NAME autopsy performance standards regarding autopsy of overdose deaths was voted down at the NAME meeting in San Jose.

Fellowship in Forensic Pathology

1. Two previous fellows (Deol, Doane) just passed their FP certification exams on the first try!!!
2. Dr. Eleanor Abreo (OKC) joined us in July 2023 for a year of forensic pathology training. Her progress is better than expected.
3. The OCME filled both fellowship slots for FY25. Several programs in the US did not match, surprisingly.

4. We were unsuccessful in obtaining an NIJ grant to augment our fellowship program, including expanded compensation. Nevertheless, we increased the salary of the fellowship to respond to market changes.
5. We have invested in increased advertising and visibility of our program, through presence at national conferences and in social media.

Administration

1. We have made a 3% COLA for most OCME staffs.
2. We are in the evaluation phase of a new CMS.
3. We are seeking a project manager for the CMS and NAME record keeping (including quality assurance), and a person to oversee projects such as building maintenance and Fleet, for both practices.
4. We are considering an administrative rules change to the permit fees (last done in 2016) to increase them by \$35 each.

Anthropology

1. We now have three full time forensic anthropologists on staff and have identified a justifiable need for a fourth; this year's budget request will include additional funding requested for that FTE.
2. We have made market-driven adjustments to the FA salaries.

Dr. Getz had been appointed to the Board of Directors of the American Board of Forensic Anthropology.

Autopsy Services

1. A professional floor company is being sought to clean and repair the OKC floors and provide routine floor cleaning and maintenance. This must go out for bidding.
2. We have engaged in a prospective study to assess the use of CT with bedside tox screening to supplant full autopsies in suspected overdose cases.
3. All bodies in OKC are automatically receiving a Lodox and CT scan. This has eliminated some bottlenecks.

Information Technology

1. Franklin Antao has been selected as the OCME AI officer.

Investigations

1. **Scene response elapsed times (average, October 2023): 1 hr, 12 min.**

Scene response elapsed times (average, July 2023): 1 hr, 13 min.

Scene response elapsed times (average, April 1): 1 hr., 25m.

Scene response elapsed times (average, April 1): 1 hr., 29m.

Scene response elapsed times (average, February 2022): 1 hr., 24m.

2. **Permit turnaround times (average, April 2023): 10hr., 47 m.**

Permit turnaround times (average, April 2023): 11hr., 59 m.

Permit turnaround times (average, May 2022): 12hr., 21 m.

Permit turnaround times (average, March 2022): 15hr., 56 m.

Permit turnaround times (average, Oct 2021): 16hr., 13 m.

3. **The remaining FTEs slots are being filled and trained, and we seem to be getting vehicles for them.**
4. **We have started a drone program for scene documentation, and assessment of anthropological sites.**

Toxicology

1. **The OCME Toxicology Laboratory is now ISO-17025 and ABFT accredited!!!**
2. **We now have three FT forensic toxicologists working to address the workload and decrease TAT.**
3. **The tox lab desperately needs more space for personnel and instrumentation.**
4. **We are considering obtaining a new instrument to do in-house vitreous electrolytes.**

Dr Cliburn is the new President-elect of the Southwestern Association of Toxicologists (SAT).

Legislative Issues

1. **Strategic planning for FY25**
2. **Budget request of \$1.2M for FY25**
3. **Administrative rules changes**

Priority Projects

1. Full re-accreditation by the National Association of Medical Examiners; anticipated by 2025. ???
2. We probably qualify now for Provisional Accreditation by NAME.
3. Sensible use of carryover funds for capital projects, etc.
4. Physician, anthropology, and toxicology recruitment.

Financial

| FY24 | APPROPRIATIONS | MONTHLY DEPOSITS | TOTAL | TOTAL EXPENDITURES | Carry-Over Adjustments | Profit/Loss |
|-----------|----------------|------------------|----------------|--------------------|------------------------|----------------|
| July | \$1,334,929.00 | \$450,759.00 | \$1,785,688.00 | \$1,379,039.51 | | \$406,648.49 |
| August | \$1,334,929.00 | \$491,502.00 | \$1,826,431.00 | \$1,841,308.28 | | (\$14,877.28) |
| September | \$1,334,929.00 | \$369,578.00 | \$1,704,507.00 | \$2,045,778.31 | | (\$341,271.31) |
| October | \$1,334,929.00 | | | | | |
| November | \$1,334,929.00 | | | | | |
| December | \$1,334,929.00 | | | | | |
| January | \$1,334,929.00 | | | | | |
| February | \$1,334,929.00 | | | | | |
| March | \$1,334,929.00 | | | | | |
| April | \$1,334,929.00 | | | | | |
| May | \$1,334,929.00 | | | | | |
| June | \$1,334,929.00 | | | | | |

We have approximately \$7M in unencumbered cash. Proposed plan:

- Retain two months payroll (\$3M).
- Retain \$1M for emergency equipment needs.
- Allocate \$2M for OKC office/tox expansion.
- Retain \$1M for CMS in case of grant failure.

END

RSHAH01

From Agency: 34200 To Agency: 34200

Allotment Budget and Available Cash

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State of Oklahoma
 Allotment Budget and Available Cash
 As Of August 31,2023

9/1/2023
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| <u>Business Unit</u> | <u>Class</u> | <u>Dept</u> | <u>Bud Ref</u> | <u>Allocations</u> | <u>Pre Encumbered</u> | <u>Encumbered</u> | <u>Current Yr Exp</u> | <u>Prior Yr Exp</u> | <u>Allotment Budget</u> | <u>Available Cash</u> |
|----------------------|--------------|-------------|----------------|----------------------|-----------------------|-------------------|-----------------------|----------------------|-------------------------|-----------------------|
| 34200 | | | | | | | | | | |
| | 192 | | | | | | | | | 67,613.50 |
| | 19201 | 01 | 22 | 1,219,848.00 | .00 | .00 | .00 | 1,219,848.00 | .00 | |
| | 19201 | 10 | 22 | 9,558,173.11 | .00 | .00 | .00 | 9,490,559.61 | 67,613.50 | |
| | 19201 | 90 | 22 | 6,000,000.00 | .00 | .00 | .00 | 6,000,000.00 | .00 | |
| | 19211 | 10 | 23 | 2,384,035.89 | .00 | .00 | .00 | 2,384,035.89 | .00 | |
| | | | | <u>19,162,057.00</u> | | | | <u>19,094,443.50</u> | <u>67,613.50</u> | |
| | 193 | | | | | | | | | 2,469,281.14 |
| | 19301 | 01 | 23 | 1,325,650.00 | .00 | .00 | .00 | 1,291,634.14 | 34,015.86 | |
| | 19301 | 10 | 23 | 13,880,494.00 | .00 | .00 | 17,357.91 | 11,427,870.81 | 2,435,265.28 | |
| | | | | <u>15,206,144.00</u> | | | <u>17,357.91</u> | <u>12,719,504.95</u> | <u>2,469,281.14</u> | |
| | 194 | | | | | | | | | 200,942.62 |
| | 19401 | 01 | 24 | 1,496,292.00 | .00 | .00 | 169,506.55 | .00 | 1,326,785.45 | |
| | 19401 | 10 | 24 | 14,522,852.00 | .00 | 275,907.02 | 2,299,408.83 | .00 | 11,947,536.15 | |
| | | | | <u>16,019,144.00</u> | | <u>275,907.02</u> | <u>2,468,915.38</u> | | <u>13,274,321.60</u> | |
| | 200 | | | | | | | | | 7,343,031.53 |
| | 20000 | 01 | 22 | 33,450.00 | .00 | .00 | .00 | 674.78 | 32,775.22 | |
| | 20000 | 01 | 23 | 33,449.00 | .00 | .00 | .00 | 3,948.66 | 29,500.34 | |
| | 20000 | 01 | 24 | 33,450.00 | .00 | .00 | .00 | .00 | 33,450.00 | |
| | 20000 | 10 | 22 | 4,375,745.78 | 45.01 | 464,301.96 | 45.00 | 2,927,210.04 | 984,143.77 | |
| | 20000 | 10 | 23 | 4,252,447.00 | 219,836.01 | 526,578.97 | 330,730.28 | 2,967,588.07 | 207,713.67 | |
| | 20000 | 10 | 24 | 4,495,027.00 | 636,979.76 | 1,542,597.67 | 134,244.73 | .00 | 2,181,204.84 | |
| | 20000 | 88 | 22 | 2,681,609.90 | 250,708.79 | 70,139.11 | 81.83 | 1,694,095.55 | 666,584.62 | |
| | 20000 | 88 | 23 | 1,859,908.00 | 75,476.40 | 154,503.46 | 47,033.42 | 1,552,242.02 | 30,652.70 | |



State of Oklahoma
 Allotment Budget and Available Cash
 As Of August 31,2023

9/1/2023
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| <u>Business Unit</u> | <u>Class</u> | <u>Dept</u> | <u>Bud Ref</u> | <u>Allocations</u> | <u>Pre Encumbered</u> | <u>Encumbered</u> | <u>Current Yr Exp</u> | <u>Prior Yr Exp</u> | <u>Allotment Budget</u> | <u>Available Cash</u> |
|----------------------|--------------|-------------|----------------|--------------------|-----------------------|-------------------|-----------------------|---------------------|-------------------------|-----------------------|
| 34200 | | | | | | | | | | |
| | 200 | | | | | | | | | 7,343,031.53 |
| | 20000 | 88 | 24 | 3,849,018.00 | 463,675.05 | 576,221.74 | 118,853.50 | .00 | 2,690,267.71 | |
| | | | | 21,614,104.68 | 1,646,721.02 | 3,334,342.91 | 630,988.76 | 9,145,759.12 | 6,856,292.87 | |
| | 400 | | | | | | | | | 60,386.95 |
| | 40000 | 01 | 22 | 23,382.00 | .00 | .00 | .00 | 13,963.19 | 9,418.81 | |
| | 40000 | 01 | 23 | 24,220.00 | .00 | .00 | .00 | .00 | 24,220.00 | |
| | 40000 | 01 | 24 | 20,835.00 | .00 | .00 | .00 | .00 | 20,835.00 | |
| | 40000 | 10 | 22 | 114,261.50 | .00 | .00 | .00 | 114,240.43 | 21.07 | |
| | 40000 | 10 | 23 | 142,161.00 | .00 | .31 | 37.30 | 78,402.85 | 63,720.54 | |
| | 40000 | 10 | 24 | 110,005.00 | .00 | 5,103.52 | 25,028.19 | .00 | 79,873.29 | |
| | 40000 | 88 | 22 | 500,000.00 | .00 | .00 | .00 | 454,114.82 | 45,885.18 | |
| | 40000 | 88 | 23 | 500,000.00 | .00 | .00 | .00 | 63,154.74 | 436,845.26 | |
| | | | | 1,434,864.50 | | 5,103.83 | 25,065.49 | 723,876.03 | 680,819.15 | |
| | 994 | | | | | | | | | 222.50 |
| Business Unit Totals | | | | 73,436,314.18 | 1,646,721.02 | 3,615,353.76 | 3,142,327.54 | 41,683,583.60 | 23,348,328.26 | 10,141,478.24 |



State of Oklahoma
Allotment Budget and Available Cash
As Of August 31,2023

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| <u>Business</u> | <u>Unit</u> | <u>Class</u> | <u>Dept</u> | <u>Bud Ref</u> | <u>Allocations</u> | <u>Pre Encumbered</u> | <u>Encumbered</u> | <u>Current Yr Exp</u> | <u>Prior Yr Exp</u> | <u>Allotment Budget</u> | <u>Available Cash</u> |
|-----------------|-------------|--------------|-------------|----------------|----------------------|-----------------------|---------------------|-----------------------|----------------------|-------------------------|-----------------------|
| Grand Totals | | | | | <u>73,436,314.18</u> | <u>1,646,721.02</u> | <u>3,615,353.76</u> | <u>3,142,327.54</u> | <u>41,683,583.60</u> | <u>23,348,328.26</u> | <u>10,141,478.24</u> |

| Institution | FP Starting Salary/Range | FT Academic FP Starting Salary | Deputy Chief Starting Salary | Chief ME | Caseload | COLA | Academic bonus | Perks | Public service loan forgiveness |
|--|--|--------------------------------|------------------------------|----------|--|-----------|----------------------|---|---------------------------------|
| Arizona, Maricopa County (locums) | 2,000/day | | | | 4 non-criminal cases/day | | | | |
| Arizona, Maricopa County | 240,000-290,000 | | | | | | | 25K sign on bonus | |
| California, Riverside | \$225,230 - \$322,194 (with boards) | | | | | | | | |
| California, San Diego County | 273,390-304,865 (DMElI, with boards) | | | | | | | | |
| California, Santa Clara County | 319,943-388,924 | | | | | | | | |
| Connecticut OCME | 303,750-375,600 | | | | 2,800 autopsies year/17 FPs + 2 fellows; capped at 3 full autopsies/day | | | 30,000 sign on bonus | Yes |
| Florida (Districts 5 & 24) | 350,000 without boards! | | | | | | | >350,000 salary with boards | |
| Florida, District 15 (Palm Beach) | 245,000 without boards | | | | | | | | |
| Florida, Tallahassee | | | | 450,000 | 500 autopsies/2.5 FP; capture area population: 727,000 | | | | |
| Florida, Volusia County (Private Contractor) | 250,000 (with FP boards) | | | | 240 AE/year/FP | | | \$300/hr expert witness fees, profit sharing | |
| Hawaii, Honolulu | | | 354,168 | | 100-200 autopsies/year | | | | |
| Idaho (Pocatello) | 300,000 | | | | Less than 150 cases/FP/year | | | | |
| Illinois, Champagne | 1,200 per autopsy or salary. Earning potential to 444K | | | | | | | | |
| Illinois, Chicago, Cook County | \$256,081 - \$294,461 | | | | | | | | |
| Iowa | 275,000 | | | | About 25 cases/month, in morgue 5 days a month; call 1 in 1C | 3% annual | | 50,000 sign on bonus | |
| Kentucky | 236,250 (with boards) | | | | | | | | |
| Maryland | 349,000 median, with boards. Range 275K-379,703 | | | 521,000 | Capture area of 6.2 million | | | 25K sign on bonus + 25K/year retention bonus | Yes |
| Michigan, Macomb Co | 300,000 | | | | | | | | |
| Mississippi, State of | | | 275,000-310,000 (range) | | 1200 autopsies/year | | | | |
| Mississippi, State of | | 310,000 | | | | | | | |
| New York City | 189,527-238,942 (Senior ME) | | | | | | | | |
| North Dakota, Univ of | 240,000 | | | | Autopsies 500/5 = 100; expectation 200-250 cases | 3% annual | 10% with appointment | Free tuition to UND | |
| Oklahoma | 290,000 (w/o boards), 300,000 with boards | | | | Capture area of 4 million | | | | |
| Oregon | \$262,848.00 - \$289,788.00 + 7.5% w/boards | | | | | | | | |
| Rhode Island OSME | | | | 375,000 | Capture area of 1 million | | | | |
| Tennessee (WT Regional FC) | 225,000-234,300 | | | | 1000/6 FP | | | | |
| Texas, Bexar County ME | 262,500-304,500 | | | | | | | Moving expenses, workload incentive pay | |
| Texas, Beaumont County | 300,000 + | | | | | | | Annual merit increases and bonus pay, relocation assistance | |
| Texas, Harris County | 280,000-320,000 | | 475,000 | | | | | Moving expenses, workload incentive pay | |
| Texas, Hidalgo County (Private) | 275,000 | | | | 450 autopsies/year; 6 consec. days in morgue per month, 1 weekend call per month | | | Lexus NX300, Two-bedroom apartment provided | |
| Texas, Hidalgo County (Private, locums) | 1,200/day + per diem | | | | | | | Lexus, airfare, lodging, malpractice | |
| Texas, Travis Co (Austin) | 250,000+ comm with experience | | | | | | | | |
| Utah, SLC | \$223,620 to \$330,907 | | | | | | | | |
| Virginia, Roanoke | 290,000 | | | | | | | | |
| Washington, Snohomish (Everett) | \$211,137.00 - \$298,331.00 | | | | | | | | |
| Washington, Spokane | 235,664 | | | | Capture area of 550,000 | | | | |
| West Virginia | | | 255,000 | | Capture area of 1.8 million | | | | |
| Wisconsin, Dane County | 270,000 | | | | | | | Relocation assistance | Yes? |