



## Board Summary Report

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**File #:** 22-681

**Agenda Date:** 11/22/2022

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**To:** Board of County Commissioners

**Through:** Ron Carl, County Attorney

**Prepared By:**

John Christofferson, Deputy County Attorney

**Presenter:** Dr. Kelly Lear, Arapahoe County Coroner

**Subject:**

11:00 AM \*Arapahoe County Coroner Compensation 2023 - 2027

**Purpose and Request:**

The purpose of this Report is to discuss a request from the Arapahoe Coroner, Dr. Kelly Lear, to set the total compensation for her third term of office beginning January 10th of 2023 and ending January 12th of 2027, pursuant to a Memorandum of Understanding (“MOU”) between the Board of County Commissioners and Dr. Lear.

**Background and Discussion:**

Dr. Lear was recently re-elected to the Office of Arapahoe County Coroner for an additional four-year term. The salary for a Coroner for Dr. Lear’s upcoming term is currently set by the legislature at \$131,701.00 (it was set for her prior term at \$120,485.00). Pursuant to state statute, the County may pay additional compensation to a coroner, such as Dr. Lear, who is a certified forensic pathologist and who performs post-mortem examinations. Pursuant to letter dated October 27, 2022, a copy of which is attached, Dr. Lear has proposed that her total yearly compensation, inclusive of both her statutory salary and an additional amount for her services in performing post-mortem examinations, be increased to \$320,000.00 for her next term of office. According to the information provided in the letter, this amount is consistent with the market rate for other similarly experienced coroners and medical examiners.

Attached is a draft MOU for consideration that memorializes the relationship between the Board of County

Commissioners and the Coroner. This MOU describes the duties that will be performed by Dr. Lear in exchange for the yearly compensation amount, and also has provisions permitting Dr. Lear to use County facilities to perform certain services for outside clients, in exchange for the payment of certain fees and reimbursements to the County.

The following are the reimbursement amounts for 2015 to current. The reimbursement for years 2015-2018 was at a rate of \$75.00/ private post-mortem examination and for years 2019-current was at a rate of \$150.00/ private post-mortem examination:

Year	Reimbursement Amount
2022 YTD	\$ 2,486.31
2021	\$10,083.81
2020	\$ 6,568.31
2019	\$ 8,903.00
2018	\$ 5,548.00
2017	\$ 8,358.84
2016	\$ 4,273.32
<u>2015</u>	<u>\$ 4,402.00</u>
<b>Total</b>	<b>\$50,623.59</b>

**Fiscal Impact:** The amount that Coroner Dr. Lear is paid will increase from \$268,000.00 per year to \$320,000.00 per year.

**Alternatives:** The BOCC could elect to not pay the additional compensation, or to negotiate some other arrangement.

**Alignment with Strategic Plan:**

- Be fiscally sustainable
- Provide essential and mandated service
- Be community focused

**Staff Recommendation:** N/A

**Concurrence:** Duty Sash, Human Resources, Total Compensation Division Manager.