Office of Human Resources
Forensic Pathology Fellow – CO2300

**General Statement of Duties**
Performs professional medical postgraduate work in the investigation and evaluation of deaths within the city that fall under the jurisdiction of the coroner.

**Distinguishing Characteristics**
This class performs professional medical postgraduate work in the recognized medical specialty of forensic pathology, performing medicolegal autopsies and assisting in the evaluation and investigation of non-natural and natural deaths that fall under the jurisdiction of the coroner. This class is distinguished from the Forensic Pathologist that assists in the operations and activities of the Office of Medical Examiner including the investigation and evaluation of deaths within the city that fall under the jurisdiction of the coroner, planning for the office, and the development and execution of policies, procedures, and performance criteria for office operations.

**Guidelines, Difficulty and Decision-Making Level**
Guidelines are generally but not always clearly applicable, requiring the employee to exercise judgment in selecting the most pertinent guideline, interpret precedents, adapt standard practices to differing situations, and recommend alternative actions in situations without precedent.

Duties assigned are generally complex and may be of substantial intricacy. Work assignment is performed within an established framework under general instructions but requires simultaneous coordination of assigned functions or projects in various stages of completion.

Employee is responsible for determining time, place, and sequence of actions to be taken. Unusual problems or proposed deviations from guidelines, practices, or precedents may be discussed with the supervisor before being initiated.

**Level of Supervision Received & Quality Review**
Under general supervision, the employee receives assignments and is expected to carry them through to completion with substantial independence. Work is reviewed for adherence to instructions, accuracy, completeness, and conformance to standard practice or precedent. Recurring work clearly covered by guidelines may or may not be reviewed.

**Interpersonal Communication & Purpose**
Contacts with the public or employees where explanatory or interpretive information is exchanged, defended, and gathered and discretion and judgment are required within the parameters of the job function.

**Level of Supervision Exercised**
None

**Essential Duties**
Performs work in the medical subspecialty of forensic pathology for a period of one year in a training program accredited by the Accreditation Council of Graduate Medical Education.
Performs medicolegal autopsies, consulting with senior staff pathologists when appropriate and prepares medicolegal autopsy reports.

Determines the cause, manner, and mechanism of death and the certification of death.

Orders toxicological and other laboratory tests and interprets the results in postmortem samples.

Collects evidence from deceased persons and handles evidence to include chain of custody procedures along with forensic photography.

Shares on-call responsibilities with other staff pathologists including weekends and holidays, responds to death scenes per established OME protocol, and consults as appropriate with senior staff.

Gives testimony as to the cause of death and renders expert opinions in a variety of legal forums.

Meets and/or consults with families, law enforcement, attorneys, health professionals, and other interested parties as necessary to discuss autopsy findings.

Assists in the training and education of medical students, residents, and others in the functions of the medical examiner/coroner and in forensic pathology.

Participates in the identification of unknown/unidentified deceased persons using fingerprints, dental, radiographic comparison, physical anthropology, and DNA.

Participates in research and other academic activities.

Performs other related duties as assigned.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

### Competencies

**Information Management** - Identifies a need for and knows where or how to gather information; organizes and maintains information or information management systems.

**Interpersonal Skills** - Shows understanding, friendliness, courtesy, tact, empathy, cooperation, concern, and politeness to others and relates well to different people from varied backgrounds and different situations.

**Learning** - Uses efficient learning techniques to acquire and apply new knowledge and skills; uses training, feedback, or other opportunities for self-learning and development.

**Oral Communication** - Expresses information to individuals or groups effectively; taking into account the audience and nature of the information; makes clear and convincing oral presentations; listens to others, attends to nonverbal cues and responds appropriately.

**Reading** - Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

**Reasoning** - Identifies rules, principles, or relationships that explain facts, data, or other information; analyzes information and makes correct inferences or draws accurate conclusions.
**Knowledge & Skills**

None

**Education Requirement**

Possesses an MD or DO degree from an accredited medical school.

**Experience Requirement**

None

**Education & Experience Equivalency**

No substitution of experience for education is permitted.

**Licensure & Certification**

Completion of ACGME (Accreditation Council for Graduate Medical Education) approved postgraduate residency program in anatomical pathology or anatomical pathology/clinical pathology by the date of the start of the fellowship term.

Must be eligible for licensure in Colorado and board certified or board eligible in anatomic pathology or anatomic/clinical pathology by the date of the start of the fellowship term.

Licenses and certifications must be kept current as a condition of employment.

It is a condition of employment that the Denver Police Forensics & Evidence Division form for consent for collection of a DNA sample be completed at the time of hire.

**Working Environment**

Potential exposure to chemicals, gas and low-level radiation.
Potential exposure to hazardous anesthetic agents, body fluids, and bio-wastes.
Potential exposure to housekeeping/cleaning agents/chemicals.
Potential exposure to infection from disease-bearing specimens.
Potential exposure to odorous chemicals and specimens.
Potential exposure to risk of blood-borne diseases.
Potential exposure to infections and contagious diseases. Exposed to unpleasant elements (accidents, injuries, and illnesses).
Occasional pressure due to multiple calls and inquiries.
Subject to cuts from microtome knives.
Subject to long, irregular hours.
Subject to many interruptions.

**Level of Physical Demand**

3-Medium (20-50 lbs.)

**Physical Demands**

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Balancing: Maintaining body equilibrium to prevent falling over.
Eye/Hand/Foot Coordination: Performing work through using two or more.
Feeling: Perceiving attributes of objects by means of skin receptors.
Fingering: Picking, pinching, or otherwise working with fingers.
Handling: Seizing, holding, grasping, or otherwise working with hand(s).
Hearing: Perceiving the nature of sounds by the ear.
Reaching: Extending the hand(s) and arm(s) in any direction.
Repetitive Motions: Making frequent movements with a part of the body.
Sitting: Remaining in the normal seated position.
Standing: Remaining on one’s feet in an upright position.
Talking: Expressing or exchanging ideas by means of spoken words.
Lifting: raising or lowering objects weighing no more than 50 pounds, from one level to another.
Accommodation: Ability to adjust vision to bring objects into focus.
Depth Perception: Ability to judge distance and space relationships.
Far Acuity: Ability to see clearly at 20 feet or more.
Field of Vision: Ability to see peripherally.
Near Acuity: Ability to see clearly at 20 inches or less.

**Background Check Requirement**
- Criminal Check
- Education Check

**Assessment Requirement**
- None

**Probation Period**
- None

**Class Detail**
- Pay Grade: O-811
- FLSA Code: Y
- Management Level: 10
- Established Date: 9/21/2018
- Established By: Lori Schumann
- Revised Date: 9/13/19
- Revised By: Susan O'Neill
- Class History: 9/13/19 Changed General Statement of Duties deleting one year maximum length of service and changed pay grade.