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Department of Transformation and Shared Services
Governor Sarah Huckabee Sanders
Secretary Leslie Fiskin

November 12, 2024

The Honorable Breanne Davis, Co-Chairperson
The Honorable Mark Berry, Co-Chairperson
Uniform Personnel Classification and
Compensation Plan Subcommittee
Joint Budget Committee
State Capitol Building, Room 315
Little Rock, Arkansas 72201

Dear Senator Davis and Representative Berry:

The Arkansas Department of Public Safety (DPS), Division of State Crime Lab, has requested a special entry rate of \$375,000, that exceeds the maximum, for an exceptionally well qualified applicant for the classification of Crime Lab Associate Medical Examiner, L004N, grade MP09.

Emily Ogden's background includes a Doctor of Medicine, multiple certifications, and over fifteen (15) years of experience in the fields of medicine and pathology. The following is a detailed comparison of the minimum qualifications of the classification and Dr. Ogden's experience.

MINIMUM REQUIREMENTS:

The formal education equivalent of a medical degree approved by the Council on Medical Education of the American Medical Association and successful completion of the internship or resident postgraduate requirements; plus six years of progressively more responsible experience in a chemical or forensic laboratory; plus three years in a professional managerial or supervisory capacity.

Must be licensed as a Physician by the State Medical Board in accordance with ACA §17-95-401 and §17-95-403. Must be board certified, or eligible for board certification, as recognized by the American Board of Pathology, in Forensic Pathology.

APPLICANT'S QUALIFICATIONS

EDUCATION:

2009: Texas A&M University, Health Science Center College of Medicine; College Station, Texas;
Doctor of Medicine

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2005: Texas A&M University; College Station, Texas; Bachelor of Biomedical Science

LICENSES, CERTIFICATIONS, ETC.:

June 2014: License to Practice Medicine, Texas Q0681

March 2013: License to Practice Medicine, South Carolina 319331 (inactive)

September 2014: American Board of Pathology, Forensic Pathology

July 2013: American Board of Pathology, Anatomic and Clinical Pathology

EXPERIENCE:

July 2014 – Present: Southwestern Institute of Forensic Sciences; Dallas, Texas; Medical Examiner

July 2014 – Present: University of Texas Southwestern Medical Center; Dallas, Texas; Assistant Professor, Department of Pathology

January 2019 – Present: University of Texas Southwestern Medical Center; Dallas, Texas; Director, Forensic Pathology Fellowship Program

January 2015 – January 2019: University of Texas Southwestern Medical Center; Dallas, Texas; Director, Forensic Pathology Residency Rotation

July 2013 - June 2014: University of Texas Southwestern Medical Center; Dallas, Texas; Fellowship, Forensic Pathology

July 2009 – June 2013: Medical University of South Carolina; Charleston, South Carolina; Residency, Pathology- Anatomical and Clinical

JUSTIFICATION:

Statewide, there are six (6) positions classified as Crime Lab Associate Medical Examiner with an average annual salary of \$293,007.14 and 16.1 years of state service. Of these positions, all are located within the State Crime Lab. The statewide turnover rate for this classification was 0% within the previous year.

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Act 138, Section 54, of Fiscal Session 2024 states the following:

SECTION 54. SPECIAL LANGUAGE, NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL, AND TEMPORARY LAW. CIME LAB MEDICAL EXAMINER SALARIES. In order to recruit and retain employees that meet the licensure requirements for Medical Examiners published in Arkansas Code Annotated § 12-12-307 (a)(2), the Department of Public Safety- Division of Arkansas State Crime Laboratory, may exceed the maximum salary level by no more than fifty percent (50%) for the following authorized classifications:

- (1) L001N Crime Lab Director Medical Examination Division Grade MP10
- (2) L004N Crime Lab Associate Medical Examiner Grade MP09

Increases in accordance with this special language shall only be implemented after receiving approval from the Arkansas Legislative Council or Joint Budget Committee.

Dr. Ogden exceeds the minimum qualifications for the classification and is currently employed as a Medical Examiner at Texas A&M University with her annual salary in March 2025 when she will begin working for the Arkansas State Crime Lab will be \$303,390. The State Crime Lab states that Dr. Ogden's extensive experience, national recognitions, and role as a published academic would make her a valuable addition to the State Crime Lab. Her familiarity with forensic pathology programs would shorten her orientation time and allow her to begin working quickly as a Medical Examiner and not in an administrative capacity, although she will be heavily tied to administrative roles as well as performing autopsies. Her role will be that of the Deputy Medical Examiner for the agency. DPS states that this hire will cost approximately \$474,300, including fringe, and that all funds will be paid out of general revenue received during the fiscal session.

The Office of Personnel Management has reviewed this request and **recommends** approval of the requested rate of \$375,000, for the classification Crime Lab Associate Medical Examiner, MP09. This is an increase of \$109,374, or 41.2%, over the maximum of the grade. This will be an increase of \$71,610, or 23.6%, from her annual salary at the time of hire.

Your approval of this request is greatly appreciated.


SECRETARY OF TRANSFORMATION & SHARED SERVICES

10/01/24
DATE

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COL. MIKE A. HAGAR
Secretary

State of Arkansas
Governor Sarah Huckabee Sanders

DEPARTMENT OF PUBLIC SAFETY

1 State Police Plaza Drive
Little Rock, Arkansas 72209
Office: (501) 618-8235

October 17, 2024

Kay Barnhill
State Personnel Administrator
501 Woodlane, Suite 205C
Little Rock, AR 72201

RE: Pool Positions

Ms. Barnhill:

The Arkansas Department of Public Safety (DPS), division of Arkansas State Crime Lab (ASCL) would like to request a salary of \$375,000 for Dr. Emily Ogden in an L004N Crime Lab Associate Medical Examiner position. This is in accordance with Section 54 of Act 138 of the Fiscal Session 2024:

SECTION 54. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. CRIME LAB. MEDICAL EXAMINER SALARIES. In order to recruit and retain employees that meet the licensure requirements for Medical Examiners established in A.C.A. §12-12-307(a)(2), the Department of Public Safety - Division of Arkansas State Crime Laboratory, may exceed the maximum salary level by no more than fifty percent (50%) for the following authorized classifications:

- (1) L001N Crime Lab Director Medical Examination Division Grade MP10
- (2) L004N Crime Lab Associate Medical Examiner Grade MP09

Increases in accordance with this special language shall only be implemented after receiving approval from the Arkansas Legislative Council or Joint Budget Committee.

Dr. Ogden has an M.D. from Texas A&M University and her board certification in Anatomic and Clinical Pathology and in Forensic Pathology. She has served as a medical examiner and assistant professor for 10 years and been the director of the Forensic Pathology Fellowship Program for the university of Texas five and one-half years. Dr. Ogden also served as the chief resident at the Medical University of South Carolina during her residency. Dr. Ogden's education, training, and skills will fill a vital need at the Crime Lab. She will serve as the Deputy Medical Examiner.

Crime Lab has the funding for this request. This salary will not create any inequities with the other associate medical examiners.

I appreciate your consideration on this request. If you have any questions, please contact Phillip Warriner for any additional information or clarification.

Sincerely,

Colonel Mike Hagar
Secretary
Arkansas Department of Public Safety

Emily Anne Ogden, M.D.
Medical Examiner
Dallas County
Southwestern Institute of Forensic Sciences

2355 N. Stemmons Fwy
Dallas, TX 75207
emily.ogden@dallascounty.org

EDUCATION

Doctor of Medicine
Texas A&M University Health Science Center College of Medicine
College Station, TX
May 2009

Bachelor of Science
Texas A&M University, College Station, TX
Biomedical Science
May 2005
Cum Laude
Texas A&M University President's Endowed Scholarship recipient, 2001-2005

MEDICAL LICENSURE

Texas (Q0681), issued June 2014
South Carolina (31931), issued March 2013 (inactive)

BOARD CERTIFICATION

American Board of Pathology, Forensic Pathology, September 2014
American Board of Pathology, Anatomic and Clinical Pathology, July 2013

PROFESSIONAL EXPERIENCE

Medical Examiner
Southwestern Institute of Forensic Sciences, Dallas, TX
July 2014-present

Assistant Professor, Department of Pathology
University of Texas Southwestern Medical Center, Dallas, TX
July 2014-present

Director, Forensic Pathology Fellowship Program
University of Texas Southwestern Medical Center, Dallas, TX
January 2019-present

Director, Forensic Pathology Residency Rotation
University of Texas Southwestern Medical Center, Dallas, TX
July 2015-January 2019

GRADUATE TRAINING

Fellowship
Southwestern Institute of Forensic Sciences, Dallas, TX
Forensic Pathology
July 2013-June 2014

Residency
Medical University of South Carolina, Charleston, SC
Pathology – Anatomic and Clinical
July 2009-June 2013

RESIDENCY LEADERSHIP ROLES

Chief Resident, March 2012-March 2013

College of American Pathologists Resident Forum Representative, January 2011-
January 2013

Medical University of South Carolina Quality Assurance Subcommittee Resident
Representative, July 2009-June 2010

PUBLICATIONS

Engrav SK, **Ogden EA**, Quinton RA. "Contact Entrance Wound: Handgun with
Flashlight Attachment." *American Journal of Forensic Medicine* 44.3 (2023):
e104-105.

Ogden EA, Schandl C, Tormos LM. "Death Due to Complications of Anhidrotic
Ectodermal Dysplasia: A Case Report." *Journal of Forensic Sciences* 59.6 (2014):
1672-74.

Zarghouni M, Scale TM, **Ogden EA**, Savage CM, and Carter BW. "Benign
Endobronchial Granular Cell Tumor Resulting in Right Middle Lobe Collapse."
Baylor University Medical Center Proceedings 25.4 (2012): 365-66.

Ogden EA and Batalis NI. "Systemic sarcoidosis with cardiac involvement."
(2010) American Society for Clinical Pathology Check Sample (CSFP12).

PEER REVIEWED JOURNAL ARTICLES

Paphitis NW, Costa LJ, and **Ogden EA**. "Iatrogenic immunodeficiency-
associated lymphoproliferative disease, Hodgkin lymphoma type, in a patient with
Down syndrome treated with azothioprine for autoimmune hepatitis." (2011) *Clin
Lymphoma Myeloma Leuk.*

ORAL PRESENTATIONS

Emily Ogden. "Thoughts from a Young(ish) Graduate." Texas A&M Rapport Society quarterly meeting, April 2024. Oral presentation.

Kreutz K, Mahapatra L, **Ogden E.** "Let's Talc about Drugs: Excipient Lung Disease and Interpretation of Postmortem Findings." National Association of Medical Examiners annual meeting, October 2021. Platform presentation.

Cooper A, **Ogden EA.** "A Trait-or in Disguise: Hemoglobin AS as an Unexpected Cause of In-Custody Death." National Association of Medical Examiners annual meeting, October 2020. Platform presentation.

Berry JD, **Ogden EA.** "In Good Hands? Death of a Child due to Intentional Immersion in Hot Water and the Resulting Complications." National Association of Medical Examiners annual meeting, October 2018. Platform presentation.

Emily Ogden. "Ethics and research on bodies in the jurisdiction of coroners or medical examiners." Southwestern Institute of Forensic Sciences Journal Club presentation, September 2013. Oral presentation.

Emily Ogden. "Dural hemorrhage in non-traumatic infant deaths: does it explain the bleeding in 'shaken baby syndrome'?" Southwestern Institute of Forensic Sciences Journal Club presentation, November 2013. Oral presentation.

POSTER PRESENTATIONS

Joseph D, **Ogden EA**, Herndon G (October 2022). *Postmortem Eyeball Eucleation by Rodent Activity.* Poster presented at National Association of Medical Examiners annual meeting, Dallas, TX.

Flores M, **Ogden EA** (October 2020). *Blue Baby: An Uncommon Postmortem Artifact due to Perimortem Methylene Blue Administration.* Poster presented at National Association of Medical Examiners annual meeting, virtual meeting.

Flores M, **Ogden EA** (October 2019). *Huffington Postmortem.* Poster presented at National Association of Medical Examiners annual meeting, Kansas City, MO.

Hauch C, **Ogden EA** (October 2019). *A Fatal Case of Occupational Hydrogen Sulfide Exposure and Sewage Aspiration: Sewage Happens.* Poster presented at National Association of Medical Examiners annual meeting, Kansas City, MO.

Rausch AJ, Casey BK, Spargo EA, Crook SM, **Ogden E** (October 2019). *A Fatal Case of Methomyl Poisoning Identified via QTOF Screening.* Poster presented at Society of Forensic Toxicologists annual meeting, San Antonio, TX.

Cooper A, **Ogden EA**, Lenfest SM (October 2018). *Death from Constipation: The Abdominal Compartment Syndrome*. Poster presented at National Association of Medical Examiners annual meeting, West Palm Beach, FL.

Ogden EA, Schandl C, Tormos LM. (October 2012). *Death Due to Complications of Anhidrotic Ectodermal Dysplasia: A Case Report*. Poster presented at National Association of Medical Examiners annual meeting, Baltimore, MD.

Samples J, **Ogden EA**. (February 2012). *Acrometastasis of Esophageal Squamous Cell Carcinoma*. Poster presented at Southern Regional Society of General Internal Medicine meeting, New Orleans, LA.

MEDICAL STUDENT TEACHING

Presenter
Pathology Interest Group
University of Texas Southwestern Medical School
September 2013

Seminar Tutorial Instructor
Medical University of South Carolina, Charleston, SC
September 2009-December 2013
Instruct small groups of second year medical students during their weekly pathology course

PROFESSIONAL AFFILIATIONS

National Association of Medical Examiners, 2019-present
American Society of Clinical Pathologists, 2010-present
College of American Pathologists, 2009-present
United States and Canadian Academy of Pathology, 2009-present
South Carolina Society of Pathologists, 2010-2013

ADDITIONAL AWARDS AND HONORS

John Smialek Best Resident Platform Presentation
Kreutz K, Mahapatra L, **Ogden E**. "Let's Talk about Drugs: Excipient Lung Disease and Interpretation of Postmortem Findings." National Association of Medical Examiners annual meeting, October 2021.

Honorable Mention
Images of Charleston amateur category, *Charleston Magazine*
August 2014