

Case 26-01: El Dorado County Detention Centers

**El Dorado County Board of Supervisors
Response to the
2025-26 El Dorado County Grand Jury Report
(Case 26-01: El Dorado County Detention Centers)**

Case 26-01: El Dorado County Detention Centers

Consistent with previous practice and pursuant to Board Policy A-11, the Chief Administrative Office is responsible for coordinating the County's response to the Grand Jury. Responses to the Grand Jury Report are directed by Board Policy A-11 and Penal Code 933.05. Accordingly, the Chief Administrative Office has reviewed and compiled the responses from appropriate non-elected department heads into this Initial Draft Response for the Board's consideration.

The Grand Jury has requested responses from the Board of Supervisors to all Findings and Recommendation 1. The Detention Centers are under the purview of the Sheriff, an Elected Official, and the Board does not exercise direct authority over the Sheriff's operation of the Detention Centers. Accordingly, the Board has not provided independent responses to the Findings, as they all relate to operational issues under the authority of the Sheriff. The Sheriff provided a separate response directly to Judge McLaughlin, dated May 4, 2026, which addresses all the Findings, and is included with this response for ease of reference. The Board's response to Recommendation 1 is provided below.

RECOMMENDATIONS

- R1. The El Dorado County Civil Grand Jury recommends the Board of Supervisors direct the Director of Human Resources to conduct a compensation study for Correctional Officers. The study should consider comparing with neighboring counties in State of Nevada to be completed no later than December 9, 2026.

This recommendation has been implemented.

The Human Resources Department conducted a countywide study of benchmark classifications in February of 2026 with the Sheriff's Correctional Officer II classification being one of the benchmarks (attached). The Grand Jury also recommended that the County consider comparing Correctional Officer classifications with neighboring counties in the State of Nevada. The County has considered this recommendation but does not include out-of-state agencies when performing compensation studies for several reasons. First, it is important that we focus our comparisons on agencies with similar demographics (i.e. agencies where we compete for talent, have similar revenue streams and operating requirements or are in close proximity to El Dorado County). Second, we have already established the comparator agencies of Amador, Napa, Placer, Sacramento, and Yolo counties, which were approved by the Board of Supervisors in September of 2023. The comparator agencies currently in use were selected using the methodology described above and are compared with El Dorado County classifications using "total compensation" data, not just salary. While it may be close in proximity, Douglas County, Nevada differs considerably. Douglas County operates under a completely different taxation structure (Nevada doesn't have an income tax). Additionally, Nevada's employee benefit and retirement systems are different from those in California. In addition, Douglas County does not have a classification that closely matches El Dorado County's Sheriff's Correctional Officer job specification. Douglas County's closest comparable classification is its Deputy Sheriff II/DCSO which covers both detention and patrol duties. In contrast, El Dorado County uses two distinct classifications for these functions: Sheriff's Correctional Officer I/II for detention and Deputy Sheriff I/II for patrol.

February 2026
County of El Dorado
Total Compensation Market Study

SHERIFF'S CORRECTIONAL OFFICER II

Surveyed Agency	Classification Title	Monthly Max Salary	Additional Pays	Cafeteria Plan	Health	Dental	Vision	Vacation Leave	Holiday Leave	Additional Leave	Retirement Contribution	Social Security	Monthly Total Comp
County of El Dorado	SHERIFF'S CORRECTIONAL OFFICER II	\$6,802			\$2,693	\$113		\$400	\$340		\$1,264		\$11,612
County of Amador	Correctional Officer II	\$6,637			\$2,736	\$111	\$17	\$408	\$383		\$1,530	\$411	\$12,235
County of Napa	Correctional Officer II	\$9,597			\$2,644	\$140		\$576	\$664	\$88	\$2,342		\$16,051
County of Placer	Correctional Officer - II	\$8,322			\$2,434	\$50	\$7	\$480	\$448		\$1,592	\$516	\$13,848
County of Sacramento	Deputy Sheriff (Range A)	\$9,619	\$54		\$2,009	\$119		\$553	\$536		\$1,973	\$596	\$15,459
County of Yolo	Correctional Officer II	\$7,587		\$2,269				\$379	\$511		\$1,487	\$470	\$12,703
	Base Salary Median	\$8,322								Total Compensation Median			\$13,848
	Percentage Above or Below Median	-22.35%								Percentage Above or Below Median			-19.26%
	Number of Matches	5											

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Footnotes:

County of Napa: Provides 19 hours personal leave

County of Sacramento: Provides \$25 per pay period for retiree health savings plan



JEFF LEIKAUF
SHERIFF - CORONER - PUBLIC ADMINISTRATOR
COUNTY OF EL DORADO
STATE OF CALIFORNIA

May 4, 2026

The Honorable Michael J. McLaughlin
Presiding Judge of the El Dorado County Superior Court
1354 Johnson Blvd.
South Lake Tahoe, CA 96150

RE: El Dorado County 2025-2026 Grand Jury Case 26-01, September 18, 2025, and October 7, 2025, Inspection of County Jails

The Honorable Michael McLaughlin,

This Office has received and reviewed a report by the El Dorado County Grand Jury relating to the "Inspection of County Jails, Case 26-01, dated February 5, 2026."

Sheriff's Response to the Grand Jury Finding

- F1.** Staff vacancies at the County jails require current staff to work overtime on a regular basis. Excessive overtime can lead to fatigue, reduced work rate, absenteeism, and negatively impact employee morale.

The Sheriff agrees with this finding.

As of April 18, 2026, the Sheriff's Office correctional officer classification is staffed at 94.4%, with only five positions currently vacant.

On January 6, 2026, the El Dorado County Board of Supervisors approved item 26-0053, amending the Authorized Personnel Allocation Resolution to add 5.0 Full-Time Equivalent (FTE) Sheriff's Correctional Officer I/II allocations and 1.0 FTE Sheriff's Correctional Sergeant allocation for the Sheriff's Office Jail Expansion Project. This accounts for the current correctional officer vacancies.

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- F2.** The Sheriff's Office has made progress in recruitment by streamlining the application and testing process.

The Sheriff agrees with this finding.

The response to finding #1, as outlined above, provides clear evidence that the recruitment process managed by the Sheriff's Office Support Services Division is functioning at a high level of effectiveness.

- F3.** Attracting qualified individuals to live and work in South Lake Tahoe and drive to Placerville for testing and training is a deterrent to recruitment.

The Sheriff disagrees with this finding.

All testing, including physical agility, oral board, and written assessments, is now administered in a single day at the new Sheriff's Office Public Safety Facility. This streamlined approach enables candidates to complete the process within four to five hours while efficiently accommodating larger groups and reducing time and resource expenditure for the candidate and County tax payers.

Furthermore, most correctional officer training is conducted at the Placerville jail because it offers a significantly greater number of working and training opportunities. Our experience over the years indicates that extended training periods at Placerville provide officers with optimal access to resources, allowing them to develop the experience and skills required for this high-risk profession.

Sheriff's Response to the Grand Jury Recommendations

- R1.** The El Dorado County Civil Grand Jury recommends the Board of Supervisors direct the Director of Human Resources to conduct a compensation study for Correctional Officers. The study should consider comparing with neighboring counties in State of Nevada to be completed no later than December 9, 2026

This recommendation is addressed to the Director of Human Resources; as it falls beyond the jurisdiction of the Sheriff, no response will be provided.

- R2.** The El Dorado County Civil Grand Jury recommends the Sheriff, in cooperation with the Director of Human Resources, develop a plan for recruitment opportunities to specifically address the application process, testing, training, and incentives for open positions located in South Lake Tahoe by December 9, 2026.

The recommendation has been implemented by the Sheriff's Office Human Resources Unit, as detailed in the responses to each of the three findings above. Financial incentives for vacant positions are overseen by the Director of Human Resources, rather than by the Sheriff.

Sincerely,



Jeff Leikaut
Sheriff-Coroner-Public Administrator