Cal/OSHA Field Compliance Safety & Health Officers - January 2011

February 9, 2011

DOSH Region	Number of Inspectors	Number of Vacancies
Region 1	36.9	4
(San Francisco)		
Region 2	36	1
(Sacramento)		
Region 3	42.5	6 .
(Anaheim/San Diego)		
Region 4	35	0
(Los Angeles)		
Region 5	9	3
(Mining & Tunneling)		
Region 6	35.75	0
(High Hazard, Process		
Safety Mgmt, EEEC units)		
Column Totals	196 (195.15)	14

Source: DOSH's "Organization Chart" for each region.

This chart does not include DOSH equipment inspectors in the Elevator, Amusement Rides and Pressure Vessel units, or professionals in the Consultation Service.

Cal/OSHA Inspectorate:

Active inspectors in the field: 196 inspectors

State authorized inspector positions (active, on leave, vacant): 210 inspectors Number of positions authorized by Fed OSHA for funding: 235 inspectors

California Workforce:

Civilian labor force: 18,215,000 workers
Officially employed: 15,946,000 workers
Officially unemployed: 2,269,000 workers

Source: California Labor Market Review, December 2010, the latest available statistics.

Ratio of inspectors to workers:

Ratio of active inspectors (196) to civilian labor force: 1 inspector to 92,934 workers
Ratio of nominally funded positions (210) to civilian labor force: 1 inspector to 86,738
workers

Ratio of active inspectors (196) to currently employed workforce: 1 inspector to 81,357 workers

Agency	Inspector to Worker Ratio
DOSH – Currently filled inspector	1:92,934
positions (196) and civilian labor force	
DOSH – Authorized inspector positions	1:86,738
(210, including 14 vacancies) and civilian	
labor force	
DOSH – Currently filled inspector	1:81,357
positions (196) and currently employed	
workforce	
Average of states with Fed OSHA	1:74,896
coverage, May 2006*	
Average of all U.S. states, May 2006*	1:66,354
Average of states with Fed OSHA	1:60,000
coverage, December 2010**	
Average of states with their own state	1:50,166
OSHA plans, May 2006*	
Nevada state OSHA plan, May 2006*	1:33,706
Washington state plan, May 2006*	1:26,904
Oregon state plan, May 2006*	1:22,239
Ontario, Canada, provincial plan,	1:19,420
December 2005	
British Columbia, Canada, provincial plan,	1:10,564
December 2006	
International Labor Organization's 2006	1:10,000
guideline for developed, industrial	
countries	·

^{* =} Legislative Analyst's Office, State of California, May 18, 2006.

Cal/OSHA Inspector Ratio Comparisons:

California Fish & Game Wardens: 209 wardens [SF Chronicle, 1/27/2010]

Cal/OSHA inspectors: 196 compliance safety and health officers

To match Fed/OSHA's inspector to worker ratio (1:60,000):

304 Cal/OSHA inspectors for the civilian labor force

266 Cal/OSHA inspectors for the employed workforce

196 actual number of Cal/OSHA inspectors

To match the average of all state plan inspector to worker ratio (1:50,000):

364 Cal/OSHA inspectors for the civilian labor force

319 Cal/OSHA inspectors for the employed workforce

196 actual number of Cal/OSHA inspectors

^{** =} Fed/OSHA Public Affairs Office

Multilingual Inspectors

One of the biggest issues for workplace safety in California is large number of non-English-speaking workers. An estimated 25% of the workforce, or 4.5 million workers are immigrant workers, with the majority of these being monolingual in their native languages. The workforce in high hazard industries such as construction and agriculture is overwhelmingly immigrant, usually Spanish-speaking workers.

Cal/OSHA's inadequate level of bilingual or multilingual inspectors is reflected in the figures below. Multiple language capacity is particularly important for accident and fatality investigations where the victims and witnesses are often non-English-speaking workers.

Cal/OSHA Employees Receiving Bilingual Pay as of December 2010

- 32 field Compliance officers (25 Spanish, 3 Mandarin, 2 Cantonese, 1 Korean, 1 Vietnamese)
- 12 field Consultation Service staff (9 Spanish, 1 Korean, 1 Arabic, 1 Mandarin)
- 16 office managers or clerical staff (15 Spanish, 1 Cantonese)

Cal/OSHA Field Compliance Safety & Health Officers - February 2010

March 9, 2010

DOSH Region	Number of Inspectors	Number of Vacancies
Region 1	37.9	3
(San Francisco)		
Region 2	36	1
(Sacramento)		
Region 3	42.1	. 10
(Anaheim/San Diego)		
Region 4	35	0
(Los Angeles)		
Region 5	9	2
(Mine & Tunnel)		
Region 6	34.75	2
(High Hazard, Process		
Safety Mgmt, EEEC units)		
Column Totals	195 (194.75)	18

Source: DOSH's "Organization Chart" for each region.

This chart does not include DOSH equipment inspectors in the Elevator, Amusement Rides and Pressure Vessel units, or professionals in the Consultation Service.

Cal/OSHA Inspectorate:

Active inspectors in the field: 195 inspectors

State authorized inspector positions (active, on leave, vacant): 213 inspectors Number of positions authorized by Fed OSHA for funding: 235 inspectors

California Workforce:

Civilian labor force:

18,232,000 workers

Officially employed:

15,978,000 workers

Officially unemployed:

2,254,000 workers

Source: California Labor Market Review, December 2009, the latest available statistics.

Ratio of inspectors to workers:

Ratio of active inspectors (195) to civilian labor force: 1 inspector to 93,497 workers
Ratio of nominally funded positions (213) to civilian labor force: 1 inspector to 85,596
workers

Ratio of active inspectors (195) to currently employed workforce: 1 inspector to 81,938 workers

Agency	Inspector to Worker Ratio
DOSH – Currently filled inspector	1:93,497
positions (195) and civilian labor force	
DOSH – Authorized inspector positions	1:85,596
(213, including 18 vacancies) and civilian	
labor force	
DOSH – Currently filled inspector	1:81,938
positions (195) and currently employed	
workforce	
Average of states with Fed OSHA	1:74,896
coverage, May 2006*	
Average of all U.S. states, May 2006*	1:66,354
Average of states with their own state	1:50,166
OSHA plans, May 2006*	
Nevada state OSHA plan, May 2006*	1:33,706
Washington state plan, May 2006*	1:26,904
Oregon state plan, May 2006*	1:22,239
Ontario, Canada, provincial plan,	1:19,420
December 2005	
British Columbia, Canada, provincial plan,	1:10,564
December 2006	
International Labor Organization's 2006	1:10,000
guideline for developed, industrial	
countries	

^{* =} Legislative Analyst's Office, State of California, May 18, 2006.

Multilingual Inspectors

One of the biggest issues for workplace safety in California is large number of non-English-speaking workers. An estimated 25% of the workforce, or 4.5 million workers are immigrant workers, with the majority of these being monolingual in their native languages. The workforce in high hazard industries such as construction and agriculture is overwhelmingly immigrant, usually Spanish-speaking workers.

Cal/OSHA's inadequate level of bilingual or multilingual inspectors is reflected in the figures below. This lack of language capacity is particularly problematic during accident and fatality investigations where the victims and witnesses are often non-English-speaking workers.

Cal/OSHA Employees Receiving Bilingual Pay as of December 2005

- 25 field Compliance officers (19 Spanish, 4 Chinese, 1 Korean, 1 Vietnamese)
- 10 field Consultation Service staff (8 Spanish, 1 Korean, 1 Arabic)
- 14 office managers or clerical staff (11 Spanish, 3 Chinese)

Cal/OSHA Field Compliance Safety & Health Officers - June 2009

June 1, 2009

DOSH Region	Number of Inspectors	Number of Vacancies
Region 1	35.7	5
(San Francisco)		
Region 2	35	1
(Sacramento)		
Region 3	40.6	13
(Anaheim/San Diego)		
Region 4	31	0
(Los Angeles)	(including 1 inspector on leave)	
Region 5	10	2
(Mine & Tunnel)		
Region 6	34.75	2
(High Hazard, Process		
Safety Mgmt, EEEC units)		
Column Totals	187 (187.05)	23

Source: DOSH's "Organization Chart" for each region.

This chart does not include DOSH equipment inspectors in the Elevator, Amusement Rides and Pressure Vessel units, or employees of the Consultation Service.

Cal/OSHA Inspectorate:

Active inspectors in the field: 186 inspectors

Filled inspector positions (active and on leave): 187 inspectors

State authorized inspector positions (active, on leave, vacant): 210 inspectors Number of positions authorized by Fed OSHA for funding: 235 inspectors

California Workforce:

Civilian employed workforce: 16,565,000 workers

(California Labor Market Review, April 2009)

Ratio of inspectors to workers:

Ratio of active inspectors (186) to employed workforce: 1 inspector to 89,059 workers Ratio of filled inspector positions (187) to employed workforce: 1 inspector to 88,583 workers

Ratio of nominally funded positions (210) to employed workforce: 1 inspector to 78,881 workers

Agency	Inspector to Worker Ratio
DOSH – Currently filled inspector	1:88,583
positions, June 2009	
DOSH – Authorized inspector positions	1:78,881
(including 23 vacancies), June 2009	
Average of states with Fed OSHA	1:74,896
coverage, May 2006*	
Average of all U.S. states, May 2006*	1:66,354
Average of states with their own state	1:50,166
OSHA plans, May 2006*	
Nevada state OSHA plan, May 2006*	1:33,706
Washington state plan, May 2006*	1:26,904
Oregon state plan, May 2006*	1:22,239
Ontario, Canada, provincial plan,	1:19,420
December 2005	·
British Columbia, Canada, provincial plan,	1:10,564
December 2006	
International Labor Organization's 2006	1:10,000
guideline for developed, industrial	
countries	

^{* =} Legislative Analyst's Office, State of California, May 18, 2006.

Cal/OSHA Field Compliance Safety & Health Officers as of March 2008

March 14, 2008

DOSH Region	Number of Inspectors	Number of Vacancies
Region 1	36.9 (including 1 inspector	4
(San Francisco)	on leave)	
Region 2	32	4
(Sacramento)	r	
Region 3	44	11
(Anaheim/San Diego)		
Region 4	29	0
(Los Angeles)		
Region 5	11	1
(Mine & Tunnel)		
Region 6	36.75 (including 2	1
(High Hazard, Process	inspectors on leave)	
Safety Mgmt, EEEC units)		
Column Totals	190 (189.65)	21

Source: DOSH's "Organization Chart" for each region.

This chart does not include DOSH equipment inspectors in the Elevator, Amusement Rides and Pressure Vessel units, or employees of the Consultation Service.

Cal/OSHA Inspectorate:

Active inspectors in the field: 187 inspectors

Filled inspector positions (active and on leave): 190 inspectors

State authorized inspector positions (active, on leave, vacant): 211 inspectors Number of maximum Fed OSHA authorized inspector positions: 235 inspectors

California Workforce:

Civilian employed workforce: 17,219,000 workers

(California Labor Market Review, January 2008)

Ratio of inspectors to workers:

Ratio of actual inspectors (187) to employed workforce: 1 inspector to 92,080 workers
Ratio of actually funded inspector positions (211) to employed workforce: 1 inspector to
81,607 workers

Ratio of maximum federally-authorized positions (235) to employed workforce: 1 inspector to 73,272 workers

Agency	Inspector to Worker Ratio
DOSH – Currently filled inspector	1:90,626
positions, March 2008	
DOSH – Inspector positions (including 21	1:81,607
vacancies), March 2008	
Average of states with Fed OSHA	1:74,896
coverage, May 2006*	
Average of all U.S. states, May 2006*	1:66,354
Average of states with their own state	1:50,166
OSHA plans, May 2006*	
Nevada state OSHA plan, May 2006*	1:33,706
Washington state plan, May 2006*	1:26,904
Oregon state plan, May 2006*	1:22,239
Ontario, Canada, provincial plan,	1:19,420
December 2005	
British Columbia, Canada, provincial plan,	1:10,564
December 2006	
International Labor Organization's 2006	1:10,000
guideline for developed, industrial	
countries	

^{* =} Legislative Analyst's Office, State of California, May 18, 2006.

Total Inspection and Cited Violations

Calendar Year	On-Site Inspections	Cited Violations
1992	12,580	29,259
1993	10,608	20,328
1994	11,457	21,803
1995	10,076	25,236
1996	9,103	21,821
1997	9,531	22,505
1998	9,322	20,889
1999	9,444	20,280
2000	9,298	20,878
2001	9,149	21,721
2002	9,032	20,038
2003	8,533	18,835
2004	7,522	16,515
2005	8,176	16,467
2006	8,583	19,789
1993-2006 average	9,494	21,091
2006 performance compared to 1992-2006 average	10% decline	6% decline
2006 performance compared to peak year (1992)	32% decline	32% decline

Source: Cal-OSHA Reporter/DOSH Program Office, as of 3/9/07

Cal/OSHA Health & Safety Inspectors in the Field in September 2006

DOSH Region	Health Inspectors	Safety Inspectors	Total Available	Vacant Positions	Inspectors on leave
Region 1 (SF)	13	24	37	3	1
Region 2 (Sacto)	13.5	23	36.5	3	2
Region 3 (LA)	16.5	35.8	52.8	5	
Region 4 (Anaheim/SD)	7.5	24	33.5	3	
Region 5 (Mine & Tunnel)		11	11	1	
Region 6 (High Hazard)	7	10	17	4	
Column Totals	59.5	125.8	187.3	19	3

Source: DOSH's "Organization Chart" for each region.

This chart includes the compliance officers assigned to the two Process Safety Management (PSM) teams and to the Economic Employment Enforcement Coalition (EEEC). It does not include DOSH equipment inspectors in the Elevator/Ride/Tramway and Pressure Vessel units, or employees of the Consultation Service.

Cal/OSHA Inspectorate:

Active inspectors in the field: 188

Filled inspector positions (active and on leave): 191

Authorized inspector positions (active, on leave, vacant): 210

Maximum number of Fed OSHA supported inspector positions: 238 inspectors

California workforce:

Civilian labor force: 17,652,000

Civilian employed workforce: 16,783,000 (California Labor Market Review, August 2006)

Ratio of inspectors to workers:

Ratio of active inspectors to employed workforce: 1 inspector to 89,271 workers
Ratio of authorized inspectors to employed workforce: 1 inspector to 79,919 workers
Ratio of maximum US-supported level to employed workforce: 1 inspector to 70,517
workers

Cal/OSHA Health & Safety Inspectors in the Field as of January 2006

Actual number of compliance safety and health officers (CSHOs) available to conduct inspections.

DOSH Region	Health Inspectors	Safety Inspectors	Total Available	Vacant Positions	CSHOs on leave
Region 1 (SF)	14	22	36	4	1
Region 2 (Sacto)	13.5	21	34.5	5	1
Region 3 (LA)	17.5	25.33	42.83	7	0
Region 4 (Anaheim/SD)	7.5	20	27.5	5	0
Region 5 (Mine & Tunnel)	0	11	11	4	0
Region 6 (High Hazard)	7.75	9	16.75	5	0
Column Totals	60.25	108.33	168.58	30	2

Source: DOSH's "Organization Chart" for each region.

This chart includes the compliance officers assigned to the two Process Safety Management (PSM) teams and to the Economic and Employment Enforcement Coalition (EEEC). It does not include DOSH equipment inspectors in the Elevator and Pressure Vessel units, or employees of the Consultation Service.

Total of CSHOs actually available to conduct inspections in the field: 169

Total of all inspectors and vacant positions: 201

Multilingual Inspectors

One of the biggest issues for workplace safety in California is large number of non-English-speaking workers. An estimated 25% of the workforce, or 4.5 million workers are immigrant workers, with the majority of these are monolingual in their native languages. The workforce in high hazard industries, such as construction and agriculture, is overwhelmingly immigrant, usually Spanish-speaking workers.

Cal/OSHA's inadequate level of bilingual or multilingual inspectors is reflected in the figures below. This lack of language capacity is particularly problematic during accident and fatality investigations where the victims are often non-English-speaking workers.

Cal/OSHA Employees Receiving Bilingual Pay as of December 2005

- 25 field Compliance officers (19 Spanish, 4 Chinese, 1 Korean, 1 Vietnamese)
- 10 field Consultation Service staff (8 Spanish, 1 Korean, 1 Arabic)
- 14 office managers or clerical staff (11 Spanish, 3 Chinese)

<u>Key Statistics of Oakland District Office – Cal/OSHA Compliance</u> (January 2006)

Since 2002, non-enforcement compliance assistance visits have been conducted by a total of five inspectors from various Cal/OSHA offices, two of those from the Oakland District Office. Inspector visits, usually announced in advance, have occurred an average of once every other week over the last 3.5 years.

All Cal/OSHA offices are currently understaffed, but the closest Cal/OSHA office to the San Francisco Bay Bridge Project is the Oakland District Office. Any enforcement program at the bridge project would have to rely principally on staff from the Oakland office. A snapshot of the workload in Oakland – not including the Bay Bridge project – is indicated in the chart below.

Number of	FY 2003	FY 2004	FY 2005	FY 2006
Available	12 total:	11 total:	12 total:	9 total:
inspectors	7 safety	6 safety	6 safety	4 safety
_	5 health	5 health	6 health	5 health
Complaints	490	517	500	272
received				(as of 1/18/06)
Accidents	358	315	349	207
reported				(as of 1/18/06)

Source: District Office's Complaint and Accident Logs.

Available inspectors = Number of CSHOs in January of each fiscal year that were available for work (not on leave).

FY = fiscal year, which runs from July 1 of the previous year to June 30 of the designated year (FY 2003 was July 1, 2002 to June 30, 2003).

Cal/OSHA Status – January 1, 2005

Category	1980	March 1994	Nov 2001	July 2003	January 2004	September 2004	January I, 2005
Civilian Labor Force	11,607,000	15,404,900	17,279,600	17,474,000	17,577,000	17,693,000	17,745,100
Number of workplaces	500,400	877,629	1,075,523	1,062,775	1,140,971	1,147,971	1,150,180 (2Q 2004, latest data available)
Federal OSHA benchmark	805 inspectors	198 inspectors*	198 inspectors*	198 inspectors*	198 inspectors*	198 inspectors*	198 inspectors*
U.Sfunded positions	Not available	Not available	Not available	238 inspectors	238 inspectors	238 inspectors	238 inspectors
Actual number of DOSH field inspectors	Not available	186 inspectors	200.5 inspectors	182 inspectors	176.5 inspectors**	163 inspectors***	181 inspectors***
Ratio: inspector to workers	1 inspector for 14,419 workers (benchmark)	1 inspector for 82,822 workers	1 inspector for 86,182 workers	l inspector for 96,011 workers	1 inspector for 99,586 workers	1 inspector for 108,546 workers	1 inspector for 98,039 workers
Ratio: inspector to workplace	1 inspector for 622 worksites (benchmark)	1 inspector for 4,718 worksites	1 inspector for 5,364 worksites	1 inspector for 5,839 worksites	1 inspector for 6,464 worksites	1 inspector for 7,043 worksites	1 inspector for 6,354 worksites

* = Federal OSHA approved a Cal/OSHA proposal to reduce the staffing benchmarks to 198 compliance officers from 805 officers. (Federal Register, 59:14584-14586, March 29, 1994).

** = Total does not include 7 inspectors on long term leaves who are not available to make field inspections.

*** = Total does not include 3 inspectors on long term leaves who are not available to make field inspections.

*** = Total does not include 1 inspector on long term leave who is not available to make field inspections. The total includes about 12 "TAU" hires in the fall of 2004 who must pass an exam in 2005 to stay on the Cal/OSHA payroll.

"Fun Facts" About Cal/OSHA Compliance

February 2005

- Cal/OSHA has not had a permanent Chief since July 2002 and has not had a Deputy Chief for Health since November 2000. The last time all three top Cal/OSHA chief/deputy chief positions were filled was October 2000.
- The Cal/OSHA Appeals Board now has a backlog of more than 7,000 appeals and the delay between issuance of citations and the appeal hearing is over two years.
- The Cal/OSHA Medical Unit had seven physicians and three registered nurses in 1975 30 years later in 2005 it has one physician and one nurse.
- In February 2005, California had 232 Fish and Game Wardens working in the field, as compared to 181 Cal/OSHA compliance officers making workplace inspections.

Benchmark info

If the 1980 Federal OSHA benchmark ratios were applied in December 2004, Cal/OSHA should have between 1,183 and 1,840 inspectors for ratios of 1 inspector to 15,000 workers and 625 workplaces. To have the same inspector to worker ratio as Fed OSHA had in April 2004, Cal/OSHA should have 303 inspectors. Cal/OSHA had 181 inspectors actually at work in the field in January 2005 covering 17.7 million workers and 1.15 million work sites.

Ratio comparisons with other agencies

- Cal/OSHA: 1 inspector per 98,039 workers (December 2004)
- North Carolina OSHA: 1 inspector per 18,258 workers (December 2004)
- Ontario, Canada, Labour Dept.*: 1 inspector per 29,778 workers (July 2004)
- Federal OSHA: 1 inspector per 58,565 workers (April 2004)
- Health & Safety Executive (UK): 1 inspector per 38,571 workers (September 2003)
- Oregon OSHA: 1 inspector per 22,286 workers (November 2001)
- Washington State OSHA: 1 inspector per 21,655 workers (November 2001)
- British Columbia Labour Dept.: 1 inspector per 9,549 (November 2001)

^{* =} The Ontario Labour Department plans to increase the number of workplace health and safety inspectors from 230 to 400 field inspectors between July 2004 and July 2006. The province had a civilian labor force of 6,849,000 in December 2004.

Cal/OSHA Fact Sheet – January 2004

Staffing issue

Category	1980	March 1994	Nov 2001	July 2003	January 2004	
Civilian Labor	11,607,000	15,404,900	17,285,600	17,661,000	17,682,000	
Force				-	(December 2003)	
Number of	500,400	877,629	1,075,523	1,062,775	1,140,971	
workplaces				(January 2003, latest available)	(March 2003, latest available)	
Federal OSHA	805 inspectors	198 inspectors*	198 inspectors*	198 inspectors*	198 inspectors*	
benchmark						
Actual number	Not available	186 inspectors	200.5	182 inspectors	176.5	
of DOSH field			inspectors		inspectors**	
inspectors						
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for	1 inspector for	•
to workers	14,419 workers	82,822 workers	86,212 workers	97,038 workers	100,181	
	(benchmark)				workers	
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for	1 inspector for	
to workplace	622 worksites	4,718 worksites	5,364 worksites	5,839 worksites	6,464 worksites	
	(benchmark)					
4 7700	1 TOO11				1 4 4	

* = Federal OSHA approved a Cal/OSHA proposal to reduce the staffing benchmarks to 198 compliance officers from 805 officers.

(Federal Register, 59:14584-14586, March 29, 1994).

** = Total does not include 7 inspectors on long term leaves who are not available to make field inspections.

In addition to the 176.5 actual field inspectors in January 2004, Cal/OSHA had 13 vacant inspector positions (8 safety engineer and 5 industrial hygienist positions). There is a hiring freeze which prevents these vacant positions from being filled and they are likely to be permanently abolished in the next budget cut. During calendar 2003, 24 field inspector positions (8 safety engineer and 16 industrial hygiene positions) were permanently abolished due to the state fiscal crisis.

ratios of 1 inspector to 15,000 workers and 625 workplaces. The agency has 176.5 inspectors actually at work in the field in January 2004. Of these field inspectors, in August 2003, only 29 were fluent in a language other than English – 20 in Spanish, 3 in Mandarin If the 1980 Federal OSHA benchmark ratios were applied in 2004, Cal/OSHA should have between 1,179 and 1,826 inspectors for Chinese, 2 in Cantonese Chinese, 2 in Korean, 1 in Arabic, and 1 fluent in both Korean and Japanese. The non-English speaking workforce in California is estimated to be more than 6 million workers. In January 2004, California had 33% more Fish & Game Wardens than workplace health and safety inspectors – 234 wardens v. 176.5 inspectors

There are continuing vacancies at the leadership levels of the agency. Former Chief Dr. John Howard left to be Director of NIOSH in Chief for Health – has been vacant since November 2000. The last time Cal/OSHA had the Chief and the two Deputy Chief positions July 2002. Between July 2002 and April 2003 there was no Cal/OSHA Chief. In April 2003, Len Welsh, DOSH Special Counsel for Regulatory Development, became Acting Chief, but he has not been confirmed. One of the two Deputy Chief positions - Deputy filled was in October 2000.

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	Comparison in

Category	California	Oregon	Washington	British
			State	Columbia
Total civilian	17.2 million	1.78 million	2.55 million	1.92 million
workforce				
Number of	1.07 million	99,183	217,516	170,000
workplaces				
Number of field 200.5	200.5	80	118	201
inspectors				:
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to worker	86,212 workers	22,286 workers	21,655 workers	9,549 workers
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to workplace	5,364 worksites	1,239 worksites	5,364 worksites 1,239 worksites 1,834 worksites 845 worksites	845 worksites

Cal/OSHA Fact Sheet – July 2003

Staffing issue

Category	1980	March 1994	Nov 2001	July 2003
Civilian Labor	11,607,000	15,404,900	17,285,600	17,607,700
Force				(March 2003)
Number of workplaces	500,400	877,629	1,075,523	1,062,775 (March 2003)
Federal OSHA benchmark	805 inspectors	198 inspectors*	198 inspectors*	198 inspectors*
Actual number of DOSH field inspectors	Not available	186 inspectors	200.5 inspectors	182 inspectors
Ratio: inspector	1 inspector:	1 inspector:	1 inspector:	1 inspector:
to workers	14,419 workers (benchmark)	82,822 workers	86,212 workers	96,746 workers
Ratio: inspector	1 inspector:	1 inspector:	1 inspector:	1 inspector:
to workplace	622 worksites (benchmark)	4,718 worksites	5,364 worksites	5,839 worksites

^{* =} Federal OSHA approved a Cal/OSHA proposal to reduce the staffing benchmarks to 198 compliance officers from 805 officers. (Federal Register, 59:14584-14586, March 29, 1994.)

If the 1980 Federal OSHA benchmark ratios were applied in 2003, Cal/OSHA should have between 1,174 and 1,635 inspectors for ratios of 1 inspector to 15,000 workers and 625 workplaces. The agency had 182 inspectors actually at work in the field in July 2003.

In April 2003, California had 20% more Fish & Game Wardens than workplace health and safety inspectors – 227 wardens v. 182 inspectors.

Comparison in November 2001

Category	California	Oregon	Washington State	British Columbia
Total civilian workforce	17.2 million	1.78 million	2.55 million	1.92 million
Number of workplaces	1.07 million	99,183	217,516	170,000
Number of field inspectors	200.5	80	118	201
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to worker	86,212 workers	22,286 workers	21,655 workers	9,549 workers
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to workplace	5,364 worksites	1,239 worksites	1,834 worksites	845 worksites

Cal/OSHA Fact Sheet - April 2003

Staffing issue

Category	1980	March 1994	Nov 2001	April 2003
Civilian Labor Force	11,607,000	15,404,900	17,285,600	17,607,700 (March 2003)
Number of workplaces	500,400	877,629	1,075,523	1,062,775 (March 2003)
Federal OSHA benchmark	805 inspectors	198 inspectors*	198 inspectors*	198 inspectors*
Actual number of DOSH field inspectors	Not available	186 inspectors	200.5 inspectors	173 inspectors
Ratio: inspector to workers	1 inspector: 14,419 workers (benchmark)	1 inspector: 82,822 workers	1 inspector: 86,212 workers	1 inspector: 101,779 workers
Ratio: inspector to workplace	1 inspector: 622 worksites (benchmark)	1 inspector: 4,718 worksites	1 inspector: 5,364 worksites	1 inspector: 6,143 worksites

^{* =} Federal OSHA approved a Cal/OSHA proposal to reduce the staffing benchmarks to 198 compliance officers from 805 officers. (Federal Register, 59:14584-14586, March 29, 1994.)

If the 1980 Federal OSHA benchmark ratios were applied in 2003, Cal/OSHA should have between 1,174 and 1,635 inspectors for ratios of 1 inspector to 15,000 workers and 625 workplaces. The agency had 173 inspectors actually at work in the field in April 2003.

In April 2003, California had 31% more Fish & Game Wardens than workplace health and safety inspectors – 227 wardens v. 173 inspectors.

Comparison in November 2001

Category	California	Oregon	Washington State	British Columbia
Total civilian workforce	17.2 million	1.78 million	2.55 million	1.92 million
Number of workplaces	1.07 million	99,183	217,516	170,000
Number of field inspectors	200.5	80	118	201
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to worker	86,212 workers	22,286 workers	21,655 workers	9,549 workers
Ratio: inspector	1 inspector for	1 inspector for	1 inspector for	1 inspector for
to workplace	5,364 worksites	1,239 worksites	1,834 worksites	845 worksites

Status in April 2003

California is the fifth largest economy in the world with 17.6 million workers in 1.06 million workplaces. Cal/OSHA has a total of 173 field inspectors for a ratio of 1 inspector per 101,779 workers and 6,143 workplaces. DOSH has 20 field inspectors who speak Spanish, 6 inspectors who speak Chinese, and 1 who speaks Korean.

One or more of the top three **Cal/OSHA leadership** positions have been vacant for significant periods in the last several years. The Chief position was vacant between July 2002 and April 2003. The Deputy Chief for Health position has been vacant since November 2000. The last time all three top positions were filled was October 2000.

The Cal/OSHA Medical Unit has 3 staff members, one physician in northern California and two registered Nurses in southern California. In 1975 the Medical Unit had 7 MDs and 3 RNs.

The **Appeals Board** has docketed a growing number of employer appeals: 4,555 in 2000, 5,255 in 2001 and 5,367 in 2002. The Appeals Board is short one of its three members and the last time it had all three members was April 1999. The number of Administrative Law Judges is eight, three in northern California (one is retiring in 2003) and five in southern California. The backlog of cases means that appeal hearings are frequently held 14 to 18 months after the citations were issued.

The Cal/OSHA Legal Unit, which represents the Division in the appeals hearings, has a total of 10 attorneys, 4 in northern California and 6 in southern California.

The **Standards Board**, responsible for issuing new and updated regulations, has two vacancies among the seven members. In March 2003 the Standards also lost its longtime Executive Officer, the "eighth member." The last time the Standards Board had all seven members was May 1999.

The California budget deficit is estimated to be as high as \$36 billion. In April 2003, all state departments submitted budget reduction plans to cut 10% of personnel costs. If implemented, the revised budget for Cal/OSHA would further reduce the number of compliance officers in the field.

Compiled by Garrett Brown April 21, 2003