

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
April 2016

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	40 CSHOs [3 SSEs]	7 positions	4 CSHOs
Region II Northern California and Central Valley	35 CSHOs [4 SSEs]	7 positions	
Region III San Diego, Santa Ana, San Bernardino	41 CSHOs [3 SSEs]	6 positions	2 CSHOs
Region IV Los Angeles, Ventura	32 CSHOs	11 positions	2 CSHOs
Region V Mining & Tunneling	8 CSHOs	1 position	3 CSHOs
High Hazard Unit	15 CSHOs	6 positions	1 CSHO
Labor Enforcement Task Force	8 CSHOs	2 positions	
Process Safety Management	18 CSHOs	3 positions	
TOTALS	197 nominal CSHOs 192 actual CSHOs	43 vacant positions	12 CSHOs in training

Notes:

- Of the 197 filled CSHO positions, there are 10 Senior Safety Engineer (SSE) positions in District Offices. The SSEs are to spend 50% of their time on District Office administrative matters and 50% of their time conducting compliance inspections. The number of CSHOs actually **available** for field inspections is **192 CSHOs**.
- The 43 vacant CSHO positions include 6 Senior Safety Engineer (SSE) positions in District Offices. Because SSE positions can only be filled by internal promotion, current Safety Engineers/compliance officers will be promoted and the resulting 6 CSHO vacancies will need to be backfilled. The SSE positions were funded by the state's 2015-16 budget that began on July 1, 2015, and 10 of the 16 positions have been filled.
- The 192 field-available CSHO positions include one CSHO who is the Acting District Manager (ADM) in Los Angeles, who now conducts no or very few field inspections. The Fremont District Office has a vacancy in the District Manager position.

- The 192 field-available CSHO positions also include 12 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in March 2016 as 19,058,100 workers.
- The 192 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 99,520 workers.
- The 192 field-available CSHO positions in January 2016 are three less than the 195 filled CSHO positions left by Republican Governor Arnold Schwarzenegger in January 2011, five years ago.
- The 192 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- Cal/OSHA's inspector to worker ratio of 1 inspector to 100,000 workers is much less health protective than Fed OSHA's ratio of 1 to 59,000; Washington State's ratio of 1 to 25,000; and Oregon's ratio of 1 to 22,000. [These non-California ratios were cited in the Department of Industrial Relations' Budget Change Proposal of January 2015.]

Sources: DOSH Organization Chart, April 5, 2016.
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Notes: Between November 2015 and April 2016, two field compliance officer positions (CSHO) positions have disappeared from the DOSH Organization Chart. In the November 2015 Organization Chart, the combined total of filled and vacant positions was 242 CSHO positions. In the April 2016 Organization Chart, the combined total of filled and vacant positions is 240 CSHO positions (197 filled and 43 vacant). No explanation has been offered for the disappearance of these 2 CSHO positions.

In addition, the number of field CSHOs who receive bilingual pay after passing a proficiency exam in speaking languages other than English are listed below. It is estimated that 5 million of the state's 19 million worker labor force speak languages other than English, with many monolingual in their native tongue.

- Spanish-speaking field inspectors = 26 CSHOs
- Cantonese-speaking field inspectors = 1 CSHO
- Mandarin-speaking field inspectors = 1 CSHO
- Vietnamese-speaking field inspector = 1 CSHO

Please see the separate summary of the March 2016 DOSH Bilingual Pay roster for the complete details.