

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
August 2019

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	32 CSHOs [2 SSEs]	14 positions	3 CSHOs
Region II Northern California and Central Valley	42 CSHOs [4 SSEs]	1 position	2 CSHOs
Region III San Diego, Santa Ana, San Bernardino	45 CSHOs [4 SSEs]	3 positions	2 CSHOs
Region IV Los Angeles, Ventura	34 CSHOs [2 SSEs]	10 positions	2 CSHOs
Region V Mining & Tunneling	10 CSHOs	1 position	2 CSHOs
High Hazard Unit North and South	15 CSHOs	3 positions	1 CSHO
Labor Enforcement Task Force	9 CSHOs	1 position	
Process Safety Management	25 CSHOs	4 positions	5 CSHOs
TOTALS	212 nominal CSHOs	37 vacant positions	17 CSHOs in training
Filled and vacant = 249 positions	206 field available CSHOs		

Notes:

- Of the 212 filled CSHO positions, there are 12 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. Therefore, the number of **CSHOs available for field inspections is 206 CSHOs.**
- There are 37 vacant CSHO positions. Four Senior Safety Engineer (SSE) positions are vacant in the Fremont, Oakland, Los Angeles and Monrovia District Offices. Because SSE positions can only be filled by internal promotion, current Safety Engineers/compliance officers will be promoted and the resulting CSHO vacancy will

need to be backfilled. There are two vacant SSE positions in Mining & Tunneling (Region V).

- There is one Regional Manager vacancy, the Region VI Manager supervising the High Hazard and LETF units. Because RM positions can only be filled by internal promotion, a current DOSH employee (usually a District Manager) will be promoted and the resulting vacancy will need to be backfilled.
- There are 3 District Offices without a District Manager: San Bernardino, LETF/Santa Ana and Santa Ana. In these District Offices, a CSHO must serve as Acting District Manager, so those offices effectively have one additional CSHO vacancy as the ADMs do not conduct field inspections.
- DOSH has a **vacancy rate for CSHO positions of 14.8%** (37 vacancies in 249 positions). This is the highest vacancy rate since September 2017 when it was 15.5% (39 vacancies in 253 positions).
- The total number of positions in August is 249 (filled and vacant), 2 less than July 2019 and 9 less than February 2019.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in June 2019 as 19,421,500 workers. The 206 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 94,279 workers. **Cal/OSHA's inspector to worker ratio of 1 inspector to 94,000 workers is much less health protective than 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.]
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Thirty-nine years later, Cal/OSHA has a ratio of 9.3 CSHOs per million workers.**
- The 206 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 206 field-available CSHO positions also include 17 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
- Each unfilled CSHO position represents \$150,000 annually in salary, benefits and operating costs that were funded under previous and the current state budgets. Lost DOSH resources due to unfilled CSHO positions include:
 - o FY 2015/16 -- \$5.1 million
 - o FY 2016/17 -- \$5.1 million
 - o FY 2017/18 -- \$3.7 million
 - o FY 2018/19 -- \$4.575 million
- **Between July 2015 and June 2019, more than \$18.4 million in available state resources for enforcement were left unused.** It is unclear what funding levels for CSHOs have been set in the first budget of Governor Newsom.

Sources: DOSH Organization Chart, August 12, 2019
EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of May 2019, there are only 27 field CSHOs who receive bilingual pay, after passing a proficiency exam in speaking languages other than English, as 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. Please see the May 2019 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 25 CSHOs
Cantonese-speaking field inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO