

Fiscal Year 2015/16	Business Unit 7350	Department Industrial Relations	Priority No. 1
Budget Request Name 7350-003-BCP-BR-2015-GB		Program 6100 DIVISION OF OCCUPATIONAL SAFETY & HEALTH	Subprogram

Budget Request Description  
DOSH Health & Safety Inspectors

Budget Request Summary

This proposal for the Division of Occupational Safety and Health (DOSH) requests an increase of 24.5 positions in Budget Year and \$4.6 million with an on-going need of 44.0 positions and \$7.1 million in resources to achieve the following:

- Increase enforcement inspections in high hazard industries
- Improve performance in meeting state and federal mandates and inspecting high-risk worksites
- Bring California's total rate of enforcement inspections in line with the national average

This proposal also includes Trailer Bill Language for DOSH to inspect serious accidents in a timely manner, thus increasing identification of serious violations after an accident because critical evidence is not lost.

Requires Legislation <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Code Section(s) to be Added/Amended/Repealed
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Does this BCP contain information technology (IT) components? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <i>If yes, departmental Chief Information Officer must sign.</i>	Department CIO	Date
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For IT requests, specify the date a Special Project Report (SPR) or Feasibility Study Report (FSR) was approved by the Department of Technology, or previously by the Department of Finance.

<input type="checkbox"/> FSR <input type="checkbox"/> SPR	Project No.	Date:
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If proposal affects another department, does other department concur with proposal?       Yes       No  
*Attach comments of affected department, signed and dated by the department director or designee.*

Prepared By: <i>[Signature]</i> Juliann Sum, Chief	Date: <i>1/2/15</i>	Reviewed By: <i>[Signature]</i> Greg Edwards, Chief Financial Officer	Date: <i>1/2/15</i>
Department Director Christine Baker, Director	Date: <i>12/30/2014</i>	Agency Secretary David Lanier, Secretary	Date: <i>1-7-15</i>

**Department of Finance Use Only**

Additional Review:  Capital Outlay     ITCU     FSCU     OSAE     CALSTARS     Dept. of Technology

BCP Type:       Policy       Workload Budget per Government Code 13308.05

CSBA <i>[Signature]</i>	Date submitted to the Legislature <i>1-9-15</i>
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## A. Budget Request Summary

This proposal requests a total of 44 positions and \$4.6 million in Fiscal Year 2015/16 and \$7.1 million ongoing for the Department of Industrial Relations (DIR) and the Division of Occupational Safety and Health (DOSH). If approved, the following resources will be added to help the division meet statutory mandates and maintain an effective state plan approved by the federal Occupational Safety and Health Administration (OSHA):

- 16 Assistant District Managers
- 18 Associate Safety Engineers
- 4 Attorneys (IRC III)
- 2 Legal Secretaries
- 4 Administrative Staff
- Upgrade Office Technicians to Administrative Assistant II

This proposal also includes Trailer Bill Language (TBL) to prioritize the inspections of serious accidents over complaints received regarding non-serious hazards (see Attachment I, *Proposed Trailer Bill Language*), as well as costs to defend and negotiate claims filed against Cal/OSHA related to adequacy of enforcement of the heat illness prevention regulation.

## B. Background/History

In 1973, California received initial approval as a state plan to assume responsibility for developing and enforcing occupational safety and health laws in lieu of federal OSHA performing those functions in California. Continued approval and funding of California's State Plan by the federal Occupational Safety and Health Administration (OSHA) is contingent on our performing in a manner that is "at least as effective as" the federal program. (See 29 US Code § 667.) California has enacted both a statutory and regulatory framework necessary to meet this minimum requirement (e.g., the California Occupational Safety and Health Act of 1973. The statutes are codified in part at sections 6300-6719 of the California Labor Code ("LC"). Proposition 97, codified at LC 50.7, requires the Governor to create a budget that includes amounts sufficient to carry out the State Plan. It also requires the Governor and DIR to seek maximum federal funding for the State Plan and to take all steps necessary to prevent withdrawal of approval for the State Plan.

Federal OSHA has long criticized low staffing levels in the Division of Occupational Safety and Health. In a recent evaluation report, federal OSHA found that California is delayed in responding to complaints and in issuing citations after a workplace has been inspected; understaffing was cited as the cause for both problems. The criticisms have generated media attention.

As shown in Attachment II, *DOSH Performance Compared to the Nation*, even though California has one of the lowest rates of workplace deaths, ranking 6th in the nation, its rates of non-fatal on-the-job injuries and illnesses are above the national average. Overall, California had higher rates of injuries and illnesses in 20 of the 28 major industries (covering 99 percent of the workforce). In three industries, results were mixed, in that California had lower rates of total injuries and illnesses but higher rates of serious injuries and illness. California performed better than the nation in only five of the major industry categories (manufacturing; wholesale trade; real estate and rental and leasing; mining; and professional, scientific, and technical services).

## C. State Level Considerations

This proposal may effect one or both of the following:

1. Reduction of injuries and illnesses due to increased awareness and incentive for employers to maintain safe and healthful workplaces. This would reduce workers' compensations claims and workload of the Division of Workers' Compensation.
2. Increased knowledge by employees and increased exercising of their right to a safe and healthful workplace due to increased presence of DOSH. This would, in some situations, increase the

possibility that a worker will file a complaint under LC 6310 with the Division of Labor Standards Enforcement alleging that the employer retaliated against the worker for exercising his or her occupational safety and health rights.

#### **D. Justification**

If approved, this proposal will increase the effectiveness of DOSH enforcement activities and improve health and safety in California workplaces, through implementation of the following:

##### **1. Increase enforcement inspections in high hazard industries**

Labor Code 6314.1 specifies that DOSH shall “establish procedures for ensuring that the highest hazardous employers in the most hazardous industries are inspected on a priority basis” and “employ sufficient personnel to meet minimum federal targeted inspection standards.” However these mandates do not provide specific metrics to establish the “correct” number of annual programmed inspections.

As reflected in Attachment III, *Inspection Priorities*, California conducts fewer programmed (i.e., planned) inspections than other states, which is likely a function of California Labor Code mandates. Current law requires DOSH to investigate complaints filed by employees and employee representatives (“formal” complaints) and investigate reports of serious accidents, but does not require DOSH to conduct a minimum number of programmed inspections in high hazard industries. DOSH has 3 working days to initiate an investigation of a formal complaint alleging a serious violation, and 14 days for formal complaints alleging a non-serious violation (LC 6309). No time limit is specified for responding to accidents resulting in death or serious injury, but it is DOSH policy to initiate an investigation within 30 days. The only mandates in the Labor Code for programmed inspections are for the relatively small mining and tunneling industry. As a result, only a small proportion of inspections are targeted; 20 percent in federal fiscal year 2013, compared to a rate of 55 to 65 percent for the rest of the nation. The DOSH High Hazard Unit inspected 382 of the approximately 30,000 high hazard workplaces in the state during federal fiscal year 2013.

Based on the rates of injury and illnesses in California compared to the national average and the high rate of serious hazards found during inspections of high hazard industries, it is apparent that DOSH should be doing more programmed inspections. In the absence of a formal complaint or a serious injury or illness, a California employer in a high hazard industry can expect to be visited by a DOSH Inspector once every 83 years. Therefore, this proposal requests that 14 Inspector positions be added to conduct inspections in high hazard industries. This will result in an additional 630 inspections each year of employers in high hazard industries. Currently, Cal/OSHA identifies industries as high hazard if the average “DART” (Days Away, Restricted and Transferred) is 200% of the DART for private sector employers. Cal/OSHA then creates a “targeted” list by selecting four priority industries on the high hazard industry list and identifying the employers on the targeted list that have 10 or more employees. With the additional positions, Cal/OSHA will select five or more priority industries on the high hazard industry list. The 14 additional positions are estimated to cost \$2.1 million annually.

##### **2. Improve performance in meeting state and federal mandates and inspecting high-risk worksites**

###### **a. Response time**

Formal complaints are those filed by an employee, an employee representative (union representative, attorney, health/safety professional), or a government agency representative. Non-formal complaints are anonymous complaints or those brought by someone other than an employee (e.g., former employee, member of public, competing business). State law requires DOSH to investigate formal complaints “as soon as possible, but not later than three working days after receipt of a complaint charging a serious violation, and not later than 14 calendar days after receipt of a complaint charging a

non-serious violation" (LC 6309). Complaints of serious violations from a state or local prosecutor, or a local law enforcement agency must be responded to within 24 hours (LC 6309).

In federal fiscal year 2013, DOSH responded within 3.9 working days for formal, serious complaints and 15.25 calendar days for formal, non-serious complaints, on average.

***b. Time to complete inspections (lapse time)***

Citation lapse time is measured by the number of workdays from the opening conference of an inspection to the issuance of the citation. In federal fiscal year 2013, the California lapse time was 72.5 work days for safety inspections and 76.0 work days for health inspections, which is above the three-year national average of 43.3 work days for safety and 57.0 work days for health.

Part of this is due to AB 2774 (Chapter 692, Statutes of 2010, codified at Labor Code section 6432) Prior to the issuance of a citation for a serious violation, AB 2774 requires the employer be notified of the pending citation and then given 15 days to respond after notification. The District Manager then must review the materials submitted by the employer to ensure the serious citation is still justified. This process must be completed prior to issuing the serious citation. It is not clear that AB 2774 is entirely to blame for the high lapse time since it only applies to serious citations, however it is likely a contributing factor.

One of the reasons cited by DOSH for the long citation lapse finding in the Federal Annual Monitoring and Evaluation (FAME) report is that Inspectors are handling too many cases and as a result, priorities are constantly shifting. It is not uncommon for an Inspector to have 20 or more open cases at a time with an average of one inspection case assigned each week (not including Letter Investigations). In discussions with District Managers and Inspectors it was found that it is not uncommon for Inspectors to finish up cases on their own time. DOSH Inspectors can only receive overtime compensation for fatality inspections and heat inspections per department policy.

In a poll of District Managers, it was believed that 10 open cases per Inspector would be an ideal ratio because it would allow an Inspector to always have enough to do when there is down time on certain cases, but not so overburdened that cases remain open for several months.

***c. Reinspections***

Labor Code 6320 requires reinspections (also called "follow-up inspections") of at least 20 percent of the inspections involving a serious violation that were not abated at the time of the original inspection and not otherwise scheduled for reinspection. DOSH is also required to reinspect serious violations within 45 days following the end of the abatement period whenever it still has no evidence of abatement.

During federal fiscal year 2013, DOSH conducted only 49 reinspections of workplaces that had previously been found to have a serious violation in order to ensure that the hazard had been abated. To reinspect at least 20 percent of workplaces found to have serious violations not abated during the original inspection, DOSH should have conducted 231 reinspections.

***d. Inspections of projects involving high-risk activities***

Programmed inspections can be initiated when an employer applies for a project permit to conduct high-risk activities under Labor Code section 6500. Projects involving major demolition, construction of a building 36 feet or higher, or the digging of deep trenches require project-specific permits because of the hazards associated with this type of work. In 2013, the four regional offices issued 851 project-specific permits, but conducted inspections at only 15 percent of those worksites. While Inspectors conduct interviews prior to issuing these permits, the only way to verify that contractors are complying with workplace health and safety rules is to conduct an on-site inspection. Increasing on-site inspections to one quarter of the number of projects currently being permitted would result in an

additional 87 on-site inspections. (However, with the rebounding of the construction industry, it is likely that the number of project permits issued statewide will increase in the current year and budget year.)

DOSH must also be notified, pursuant to Labor code sections 6717 and 9030, whenever lead-related work or work involving carcinogen releases is being conducted. District offices routinely receive these notifications. However, because these projects are typically done within a day or two, between the competing demands for other inspections and the compressed timeframes for these types of inspections, these worksites are in practice rarely or never inspected.

***e. Investigation of non-formal complaints of serious violations***

Unlike formal complaints, non-formal complaints do not trigger a requirement for DOSH to investigate. In practice, "imminent" complaints are investigated immediately with an on-site inspection (e.g. worker on the side of a building, unharnessed). However, not all non-formal complaints alleging a potentially serious violation are investigated with an on-site inspection (e.g. door manufacturer with a second fire in 30 days on a dust collector; skin care services provider with non-functioning ventilation and employees experiencing headaches and vomiting.)

In federal fiscal year 2013, district offices in Regions 1-4 conducted 4,809 Letter Investigations in lieu of on-site inspections, the majority of which were in response to non-formal complaints, including complaints alleging a potentially serious violation. While difficult to quantify how often this occurs, polled District Managers said that due to limited staff resources, one out of every 10 Letter Investigations involve potential violations that should be, but are not, investigated with an on-site inspection. This would have resulted in an additional 480 on-site inspections in federal fiscal year 2013.

***f. Proposed additional resources and restructuring of enforcement staffing***

***(1) Add Assistant District Managers***

Currently, there is on average one District Manager for every nine Inspectors. District Managers are responsible for approving all citations, handling all appeals, and managing Inspector workload, including making sure cases are closed in a timely manner, assisting Inspectors with more complicated cases, including substantial involvement with death investigations. Because the timeline for appeals, including the scheduling of Informal Conferences and Pre-Hearings, is completely controlled by the Appeals Board, there are times during the year when 90 percent of a District Manager's time is occupied handling appeals. During this time, the review of citations slows and citation lapse times increase. There are two Senior Engineers in each of the four regions that can also handle appeals and approve citations, but they also handle inspections of high profile businesses and workplace deaths.

Federal OSHA has one manager and two assistant managers for every five to seven Inspectors, a ratio of approximately one manager for every three Inspectors. When DOSH's Senior Engineers are included, California has a ratio of one manager for every six Inspectors.

Adding four Assistant District Managers per region (16 total) will allow for increased inspections in Regions 1-4, assist in resolving FAME report findings, provide promotional opportunities to improve retention, and provide for succession planning for new District Managers. It is expected that the Assistant District Managers would also conduct inspections approximately half of their time; effectively resulting in eight additional Inspectors. The other half would be spent approving citations and managing Inspector workload when District Managers are overburdened by appeals or are on vacation. This would allow Senior Engineers to spend more of their time on inspections and mentoring new Inspectors.

This would be a new position classification within DOSH with an estimated salary of approximately \$9,100 per month so that it is more than the top step of an Associate Safety Engineer, but less than District Manager. The estimated total annual cost would be \$2.8 million for all 16 new positions.

(2) Increase Inspectors in Regions 1-4 by four positions

Four (4) additional positions, in combination with the equivalent of eight Inspectors provided through the addition of 16 Assistant District Managers, will allow DOSH to conduct an additional 750 inspections. This will help DOSH (a) meet the state mandate to reinspect 20 percent of employers with hazards that were not abated during the original inspection, (b) convert 10 percent of Letter Investigations to on-site inspections of potentially serious violations, and (c) increase the number of permitted project inspections to 25 percent. These positions are estimated to cost approximately \$600,000 per year.

(3) Upgrade Office Technicians to higher classification

Each district office currently has one Office Assistant and one Office Technician, with the larger offices having one additional support position. These positions are critical to the smooth functioning of a DOSH district office. The Office Technician essentially runs the office, handling everything from generating weekly and monthly status reports of investigations and inspections, entering inspection and citation information into the federal OSHA Information System (OIS), redacting confidential information from case files for purposes of sharing with a cited employer, transacting human resources functions, tracking accounts payable, and supervising the Office Assistant. These duties go far beyond that of an Office Technician. DOSH has had difficulty keeping these positions filled for more than two years at a time. As of September 2014, there were six vacancies in the OA and OT classifications, a vacancy rate of approximately 20 percent.

This proposal requests the upgrading of 16 Office Technicians to Administrative Assistant II. This is estimated to cost approximately \$500,000 a year.

(4) Increase Legal Support

In 2013, 28 percent of all inspections opened and 42 percent of all inspections resulting in citations were appealed, resulting in 2,021 total appeals. The 10 Attorneys in the DOSH Legal Unit handle approximately 400 to 450 of these appeals annually. The remaining cases are handled by DOSH District Managers or Senior Engineers.

Appeals are referred to the Legal Unit when there are complex legal issues that make it difficult and time consuming for District Offices to handle. In addition to the 400-450 appeals handled by the Legal Unit, 100-120 additional cases are referred but ultimately returned to the District Offices to handle because of insufficient legal staff. Even when a case is handled by the Legal Unit, the District Manager and Inspector must still participate because they have the most familiarity with the facts of the case. Because the Legal Unit is sending back 100 to 120 cases a year, it likely indicates that District Managers are handling cases for which they feel they do not have the appropriate legal expertise to effectively defend. By contrast, Department of Labor attorneys handle all appeals of federal OSHA citations.

Additional Attorney positions are needed to handle the 100 to 120 cases that the current legal team is unable to take on. In addition, increasing DOSH Inspectors as discussed above will increase inspections by approximately 1,400, thus increasing appeals by approximately 390-400, including approximately 100 to 110 appeals that will be sufficiently complex to require attorney involvement. The total number of cases per year requiring attorney involvement will be 200 to 230.

This proposal requests four Industrial Relations Counsel III (Spec) and two Legal Secretary positions to handle approximately 200 additional appeals.

**3. Bring California's total rate of enforcement inspections in line with the national average**

**a. Staffing numbers**

As shown in Attachment IV, *DOSH Staffing Compared to the Nation*, approximately 2,200 health and safety inspectors in the nation cover 130 million full-time workers, resulting in a ratio of inspectors to workers of 1 to 59,000. In California, this ratio is 1 to 69,000. Thirty-four (34) inspectors would need to be added in California to meet this national average. When California is compared to the other 22 states that also maintain workplace health and safety enforcement jurisdiction (with the remaining states are enforced by federal OSHA), California also falls well below the average in this measure, ranking above only Tennessee, South Carolina and Arizona. In another comparison among state-plan programs, the ratio of business establishments to inspectors, puts California second to last, with 203 Inspectors for 865,000 private sector businesses – ranking just above Arizona.

To address the gap in service delivery, as well as reduce the disparity reflected in Attachments II, III, and IV mentioned above, this proposal adds 44 additional positions to the DOSH program, with phased hiring between October 1, 2015, and April 1, 2016, to allow for adequate planning, recruitment, and training. Of the total positions requested, 34 will have inspection responsibilities, anticipated to result in approximately 1,400 additional inspections per year. The combined impact of the positions provided in 2014-15 and 2015-16 is expected to bring California's rate of total enforcement inspections as compared to total business establishments in line with the national average (1.2 percent).

#### ***b. Numbers of inspections per inspector***

Comparing California to other state plan states provides an indication that DOSH Inspectors could conduct greater numbers of inspections. In 2012, the average number of annual inspections conducted by the Inspectors in all the state plan states was nearly 50, while the average for California Inspectors was approximately 43, after taking into account Inspector vacancies. However, there are probably significant differences in how other states conduct inspections, such as with the amount of documentation required. For example, Inspectors thoroughly document their inspections and citations because there is a significant chance that citations will be appealed.

This proposal acknowledges that measures must be implemented to increase the numbers of inspections conducted by DOSH, while at the same time maintaining or increasing the numbers of serious violations identified in inspections. DOSH will identify best practices currently used and implement them throughout the state, including but not necessarily limited to: (1) supervise and monitor to ensure that inspections are initiated in a timely fashion and (2) initiate prompt managerial review of investigation files to allow timely completion of inspections. In addition, DOSH will implement further improvements if granted the additional staffing requested in this proposal, including the following: (3) train to ensure that non-formal complaints of serious violations are properly identified and investigated by on-site inspection; (4) assign sufficient numbers of reinspections of serious violations; and (5) establish protocols to identify sufficient numbers of inspections to be performed by each district office, including inspections of permitted projects.

### **4. Prioritize inspection of serious accidents over non-serious complaints**

#### ***a. Accident inspections***

Employers and responding agencies are required to notify DOSH of serious accidents (i.e., work-related incidents resulting in death or serious injury or illness) (LC 6409.1 and 6409.2). In response, DOSH is required to investigate all work-related deaths, serious injuries and illnesses, and serious exposures (LC 6313). However, there is no deadline for initiating these investigations. DOSH policy is to initiate an inspection immediately for deaths (which is consistent with a federal OSHA requirement to initiate within one day) and to initiate an inspection within 30 days for accidents resulting in serious injury.

#### ***b. Complaint inspections***

As discussed in section D2a, above, DOSH is required to investigate formal complaints "as soon as possible, but not later than three working days after receipt of a complaint charging a serious violation,



and not later than 14 calendar days after receipt of a complaint charging a non-serious violation" (LC 6309). Complaints of serious violations from a state or local prosecutor, or a local law enforcement agency must be responded to within 24 hours (LC 6309).

As discussed in section D2e, above, there is no statutory requirement for DOSH to respond to non-formal complaints. In practice, "imminent" complaints are investigated immediately with an on-site inspection. However, not all non-formal complaints alleging a potentially serious violation are investigated with an on-site inspection.

### ***c. Proposed amendment of the Labor Code***

Ideally, the response to a formal complaint alleging a non-serious violation should be left to the discretion of each District Manager. Alternatively, the time limit for responding to these complaints could be extended to 30 days, along with enactment of a new, 14-day time limit for responding to serious accidents.

This proposal includes Trailer Bill Language (TBL) to prioritize the inspections of serious accidents over complaints received regarding non-serious hazards (see Attachment I, *Trailer Bill Language*). This will focus DOSH's limited resources more appropriately on workplaces with serious hazards. These amendments will need to take into account federal standards for state plans and the concerns of labor groups.

### **Centralized Administrative Support**

Any time a significant number of positions are added to a department, it is reasonable to expect the need for additional centralized support staff. The current ratio of administrative support staff for every program or management position is approximately 1 to 10. This proposal requests 40 positions dedicated to the DOSH program. Therefore this request also includes 4 administrative staff to provide centralized support, for a grand total of 44 positions overall. It is anticipated that these staff will be allocated to the DIR Personnel Services function.

Attachment V provides Duty Statements for Assistant District Manager, Associate Safety Engineer, Industrial Relations Counsel III (Spec), and Legal Secretary.

## **E. Outcomes and Accountability**

1. As discussed above, this proposal will increase the number of inspections by approximately 1,400 per year. This includes approximately 630 inspections of employers in high hazard industries, 210 reinspections of employers cited for serious violations, and 90 inspections of permitted projects or projects involving potential exposure to lead or other carcinogens, and 480 inspections involving non-formal complaints where DOSH would otherwise have conducted a Letter Investigation.
2. The additional 630 inspections of employers in high hazard industries will be conducted in the industries currently identified annually as high hazard.
3. The proposal is expected to reduce the average times to respond to formal complaints to within the times mandated by the Labor Code: 3 working days for formal complaints of serious violations and 14 days for formal complaints of non-serious violations.
4. This proposal is expected to reduce average lapse times from 72.5 to 60 work days for safety inspections and from 76 to 70 work days for health inspections.
5. DOSH commits to implementing best practices through supervision, monitoring, training, and establishment of protocols (as discussed in section D3b, above) and will analyze and report on progress on a regular basis.



**F. Analysis of All Feasible Alternatives**

Three alternatives were examined and are detailed below.

**1. Do Nothing**

Pro: No additional resources would be required.

Con: This alternative fails to address any of the issues raised and discussed in this proposal. This alternative would be to continue operating at the present understaffing levels and was determined not to be in the prudent or best interests of California workers, employers, and the public at large.

**2. Adopt the Federal OSHA Staffing Model**

Pro: This alternative would staff the DOSH Enforcement Branch according to federal OSHA's benchmark for California of 805 enforcement inspectors, which was established based on the number of workers in the population served by the Cal/OSHA. Staffing to this benchmarked level would require more than 600 additional enforcement inspectors.

Con: This alternative is cost prohibitive

**3. Approve as Proposed**

Pro: This alternative is recommended. This proposal will bring California's total inspections in line with the national average (compared to total business), and accomplish the outcomes listed above.

Con: This alternative has no immediate con as it requests a level of resources which is logistically possible to implement as reflected in the time line below. Future, ongoing analysis will be needed to determine any additional steps which may be necessary.

**G. Implementation Plan**

Upon passage of the Budget Act including this approved proposal, the following steps of the implementation plan would be undertaken in the time frames as identified.

This implementation plan identifies major steps, time frames, and milestones. The responsibility for managing this plan will reside with senior managers in DIR and DOSH and with regional and district managers in DOSH. Staffing levels and performance metrics will be reported monthly, quarterly, and annually to DOSH and DIR leadership, and quarterly to the OSHA Area Director who provides ongoing oversight and evaluation of the California State Plan and plan performance.

**IMPLEMENTATION PLAN**

Implementation Task (7/2015-12/16)	Jul 15	Au 15	Sep 15	Oct 15	No 15	Dec 15	Jan 16	Feb 16	Mar 16	Apr 16	Ma 16	Jun 16	Jul 16	Au 16	Sep 16	Oct 16	No 16	Dec 16	
Hire and Complete Recruitment				X	X	X	X	X	X										
Conduct Training				X	X	X	X	X	X	X									
Managers/ Supervisors Mentor				X	X	X	X	X	X	X	X	X							
Assign Full Case Load												X	X	X	X	X	X	X	X
Monitor performance Metrics				X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X

**H. Supplemental Information**

N/A

**I. Recommendation**

Approve as requested for a total of 44 positions and \$4.6 million in Fiscal Year 2015/16 and \$7.1 million ongoing for the Department of Industrial Relations (DIR) and the Division of Occupational Safety and Health (DOSH), to help the division meet statutory mandates and maintain an effective state plan approved by the federal Occupational Safety and Health Administration (OSHA). This enhancement will be funded by the Occupational Health and Safety Fund. (See Attachment VI).

**PLACEHOLDER**

**Attachment I**

**Trailer Bill Language**

### **Injuries and Illness**

The Bureau of Labor Statistics within the U.S. Department of Labor annually publishes a number of reports on workplace injuries, illnesses and fatalities. One report, provided in an annual news release, provides the national incidence rates of nonfatal occupational injuries and illnesses by case type for selected industries. The rate is calculated as the number of injuries and illnesses per 100 full-time workers. The Department of Industrial Relations Office of Policy Research and Legislation annually publishes virtually the same report, but specific to California industries.

There are 28 major industry categories covered in these reports that employ over 99% of the workforce in both CA and the nation, including state and local government employers. Within each of the 28 industry categories, there are subcategories. For example, within Manufacturing there are 21 subcategories including Food Manufacturing, Textile Mills, and Computer and Electronic Product Manufacturing. This analysis focused on comparing the injury and illness incidence rates in the 28 major industries in California compared to the nation and did not compare incidence rates within the subcategories.

There are two primary measures of injuries and illnesses. There are total recordable cases, where an employer reports any work-related injury or illness. And there are 'cases with days away from work, restriction, or job transfer', also known as DART. The DART cases are more indicative of severe injuries or illnesses because they resulted in the worker taking at least one day away from work or being restricted from doing the routine functions of his or her job or from working the full work day because of the workplace injury or illness. The DOSH program uses an industries DART score to target high hazard workplaces.

When sorting the industries with the highest DART per 100 workers, both CA and the nation had the same six top industries with the highest rates of injuries and illnesses resulting in days away from work, job restriction, or job transfer<sup>1</sup>. These top 6 industries employed 9.7 percent of the California workforce and 8.1 percent of the total national workforce.

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<sup>1</sup> CA Data: Department of Industrial Relations – Table 1: Incidence rates of nonfatal occupational injuries and illnesses by selected industries and case types, 2012. <http://www.dir.ca.gov/oprl/Injuries/2012/2012Table1.pdf> Data for 2012 was analyzed; data for 2013 injuries and illnesses by industry is anticipated to be available in November 2014. Federal Data: BLS News Release on Nonfatal Occupational Injuries and Illnesses Requiring Days Away from Work, 2012. [http://www.bls.gov/news.release/archives/osh2\\_11262013.pdf](http://www.bls.gov/news.release/archives/osh2_11262013.pdf)

Table 2: Industries with Highest Rates of Serious Injuries and Illness

Industry	California		Nation	
	Total Cases	DART Cases	Total Cases	DART Cases
<b>All industries including state and local govt</b>	<b>4.0</b>	<b>2.3</b>	<b>3.7</b>	<b>1.8</b>
1. State govt Health care and social assistance	11.5	7.3	8.8	4.8
2. Local govt Transportation and warehousing	10.4	5.9	6.9	4.4
3. Transportation and warehousing	5.5	4.1	4.9	3.4
4. Local govt Public administration	8.8	4.1	7.5	3.4
5. Waste management and remediation services	6.2	4.0	5.4	3.4
6. Agriculture, forestry, fishing and hunting	5.3	3.6	5.5	3.3

Overall, California had higher rates of injuries and illnesses on both the total cases and DART cases measures in 20 of the 28 industries. In three industries, California had lower total cases, but higher DART cases rates (Agriculture, forestry, fishing and hunting; Local govt utilities; and Construction). California performed better than the nation on both measures in only five industries: Manufacturing; Wholesale Trade; Real estate and rental and leasing; Mining; and Professional, scientific, and technical services.

Similar results are found when isolating the private-sector industries with DART cases rates of 2.0 or above. Manufacturing is the only private sector industry with a DART rate above 2.0 where California performs definitively better than the national average. Manufacturing employs approximately 9% of the California workforce.

Table 3: Private Sector Industries with Highest Rates of Injuries and Illness

Industry	California		Nation	
	Total Cases	DART Cases	Total Cases	DART Cases
Transportation and warehousing	5.5	4.1	4.9	3.4
Waste management and remediation services	6.2	4.0	5.4	3.4
Agriculture, forestry, fishing and hunting	5.3	3.6	5.5	3.3
Arts, entertainment, and recreation	4.9	3.0	4.6	2.3
Retail trade	4.2	2.6	4.0	2.1
Construction	3.6	2.5	3.7	2.0
Health care and social assistance	5.0	2.5	4.8	2.3
Manufacturing	3.2	2.1	4.3	2.4

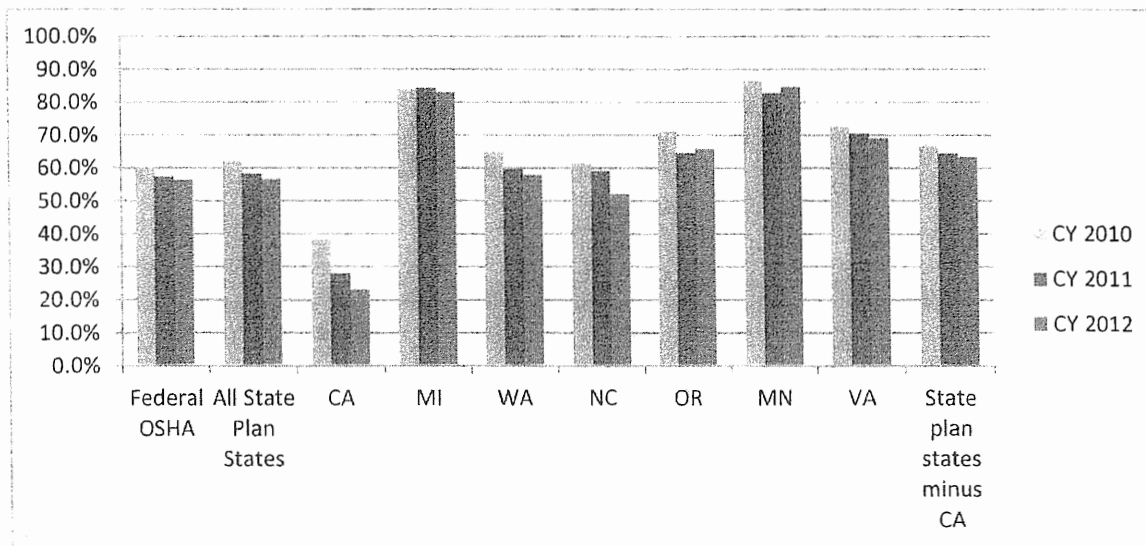
The lowest rates of injuries and illnesses are found in the Finance and Insurance; Professional, scientific, and technical services; and Information industries where the DART rates are 0.5, 0.6, and 0.9, respectively.

California's Labor Code is structured in a way that prioritizes inspections in reaction to accidents and complaints over targeted inspections of dangerous workplaces. Labor Code 6309 requires an onsite inspection for all Formal complaints (unless the complainant consents to a Letter Investigation for non-serious hazards) and Labor Code 6313 requires an onsite inspection for all accidents resulting in serious injury. The only mandates in Labor Code for targeted inspections are for the relatively small mining and tunneling industry.

California's approach appears is more "reactive" than its counterparts in the rest of the nation. Federal OSHA will conduct an onsite inspection only after three serious injuries in the states where it enforces workplace safety (22 states have "state plans" and federal OSHA enforces workplace safety in the remaining states). And while federal OSHA also responds to complaints, filing a complaint with federal OSHA is more complicated than it is in California. Complaints submitted to federal OSHA must be done so in writing and signed under penalty of perjury, with a reminder to the complainant that false statements can result in a fine up to \$10,000 or imprisonment up to six months. In comparison, California takes complaints over the phone, in person, and complaints from anonymous sources.

While the specific requirements in each of the nation's 21 "state plans" were not reviewed, California appears to be an outlier in this reactive approach when compared to its state plan counterparts. Figure 1 below compares California to other state plans and federal OSHA in the proportion of total inspections that are programmed.

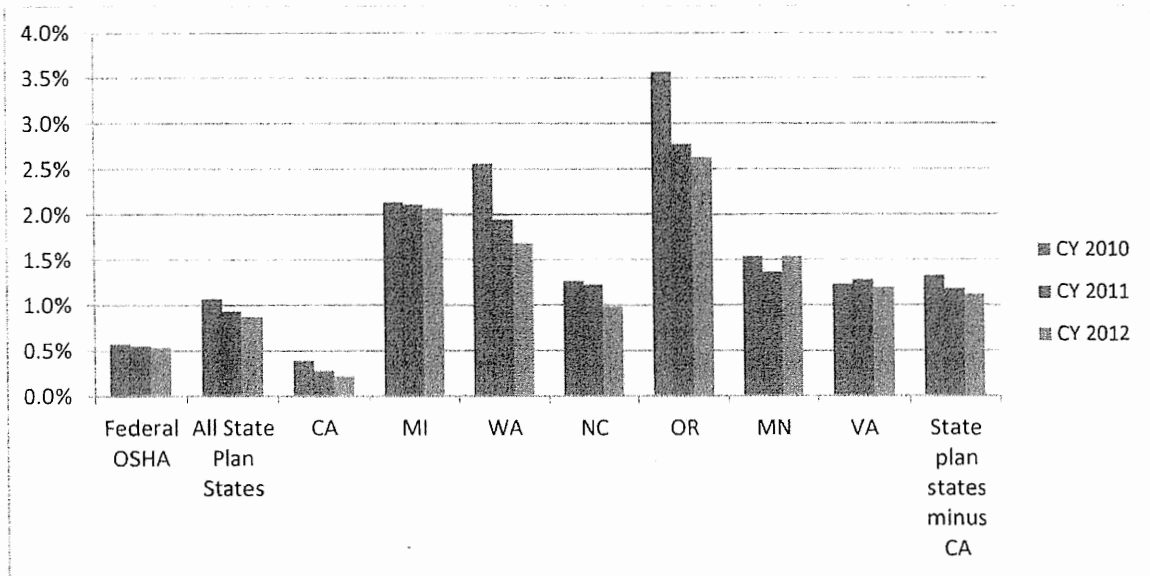
Figure 1: Percentage of Total Inspections Defined as Programmed/Targeted



There is nothing inherently problematic with California's approach of having stricter requirements for responding to accidents and complaints than the rest of the nation. Indeed, it is consistent with California's approach toward laws and regulations for workplace safety. California has been at the forefront of many new workplace safety and health regulations, such as those pertaining to heat, silica, workplace violence, patient handling, and exposure limits for airborne substances. However, this "reactive" approach may be coming at the expense of

aggressively targeting dangerous workplaces that are more likely to have serious safety or health violations. Figure 2 below demonstrates that not only is California's proportion of programmed inspections lower than the nation, but businesses in California are less likely to receive a programmed inspection than businesses in other states.

Figure 2: Programmed Inspections Per Reported Number of Business Establishments



DOSH Inspectors are more likely to find serious violations during a programmed inspection than they are during other types of inspections. The average rate of serious violations over the last five years for inspections conducted by the High Hazard unit is 44 percent; the rate is 25 percent for the Labor Enforcement Task Force. By comparison, of the 7,459 total enforcement inspections conducted in federal fiscal year 2013, approximately 20 percent resulted in the finding of a serious violation. The High Hazard unit inspected 382 of the approximately 30,000<sup>1</sup> high hazard workplaces in the state during federal fiscal year 2013. At this rate it would take approximately 83 years to inspect every high hazard workplace in California.

<sup>1</sup> Does not include Air Transportation establishments as these are under the jurisdiction of federal OSHA.



According to federal OSHA, there are approximately 2,200 Inspectors in the nation responsible for the health and safety of 130 million workers, resulting in a ratio of health and safety Inspectors to full-time workers of 1 to 59,000<sup>1</sup>. In California, there are approximately 14 million full-time workers and 203 funded Inspector positions, resulting in a ratio of 1 to 69,000<sup>2</sup>. California would need to add 34 Inspector positions to meet the national average.

When California is compared to just the other state plan states, it remains below the average in the ratio of Inspectors to workers<sup>3</sup>.

Table 4: Number of Employees Per Inspector – State Plans

	<b>Number of Employees</b>	<b>Inspectors<sup>4</sup></b>	<b>Employees per Inspector</b>
Oregon	1,642,434	76	21,611
Washington	2,894,703	115	25,171
Nevada	1,132,140	44	25,730
Alaska	327,378	11.5	28,468
Wyoming	278,595	9	30,955
Vermont	299,519	9	33,280
Hawaii	605,240	18	33,624
North Carolina	3,907,085	115	33,975
Kentucky	1,761,043	41	42,952
Indiana	2,812,347	65	43,267
Maryland	2,511,669	55.1	45,584
Minnesota	2,644,408	57.8	45,751
Utah	1,215,983	21.5	56,557
Virginia	3,619,175	57.88	62,529
Michigan	3,935,694	61.4	64,099
New Mexico	752,455	11	68,405
<b>California<sup>5</sup></b>	<b>14,959,808</b>	<b>203</b>	<b>73,694</b>
Tennessee	2,653,392	36	73,705

<sup>1</sup> United States Department of Labor – Occupational Safety and Health Administration – Commonly Used Statistics <https://www.osha.gov/oshstats/commonstats.html> and BLS News Release on Nonfatal Occupational Injuries and Illnesses Requiring Days Away from Work, 2011. [http://www.bls.gov/news.release/archives/osh2\\_11082012.pdf](http://www.bls.gov/news.release/archives/osh2_11082012.pdf)

<sup>2</sup> Department of Industrial Relations – Table 1: Incidence rates of nonfatal occupational injuries and illnesses by selected industries and case types, 2011. <http://www.dir.ca.gov/oprl/Injuries/2011/2011Table1.pdf>

<sup>3</sup> Note this count reflects the annual average number of total employees; not the estimate of full-time employees used earlier. U.S. Department of Labor, Bureau of Labor Statistics, Employment and Wages, Annual Averages 2012

<sup>4</sup> Directorate of Cooperative State Programs, November 2013. Source: FFY 2014 State Plan Grant Applications.

<sup>5</sup> Note that California’s Inspector count has been changed from 222.65 to reflect the actual number of Inspectors funded. DOSH indicated that the count used for California by Fed OSHA was incorrect and included non-enforcement Inspectors, including Crane Unit safety engineers, Regional senior safety engineers, Research and Safety senior safety engineers, and Pressure Vessel Unit associate safety engineers.

7350-003-BCP-BR-2015-GB  
DOSH Health & Safety Inspectors  
DOSH Staffing Compared to the Nation

Attachment IV

South Carolina	1,810,150	24	75,423
Arizona	2,431,788	28	86,850

California does not fair better in this comparison when the ratio of business establishments to Inspectors is analyzed:

Table 5: Business Establishments per Inspector – State Plans

	<b>Business Establishments<sup>6</sup></b>	<b>Inspectors</b>	<b>Business Establishments per Inspector</b>
Nevada	59,417	44	1,350
Oregon	107,549	76	1,415
Washington	175,553	115	1,527
Hawaii	31,496	18	1,750
North Carolina	217,404	115	1,890
Kentucky	89,795	41	2,190
Indiana	143,974	65	2,215
Vermont	21,161	9	2,351
Maryland	134,305	55.1	2,437
Minnesota	145,776	57.8	2,522
Utah	70,454	21.5	3,277
Virginia	192,730	57.88	3,330
Michigan	217,440	61.4	3,541
Tennessee	130,592	36	3,628
New Mexico	43,883	11	3,989
South Carolina	101,228	24	4,218
California	864,916	203	4,261
Arizona	131,375	28	4,692

If California were to have the same ratio of business establishments to Inspectors as Michigan, which is the second largest state plan state after California, DOSH would need to hire an additional 41 Inspectors.

<sup>6</sup> United States Census Bureau – 2012 County Business Patterns (NAICS) <http://censtats.census.gov/cgi-bin/cbpnaic/cbpsect.pl>

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH  
DUTY STATEMENT  
ASSISTANT DISTRICT MANAGER

Under the general direction of the District Manager:

- 50% Leads inspections.
- 25% Assists the District Manager in planning, assigning, supervising and reviewing the work of District personnel and managing their workload. Assists in supervising the issuance of construction activity permits. Enforces state laws and regulations, including the California Labor Code, California Health and Safety Code and Title 8 of the California Code of Regulations; and adheres to all provisions of the Division's Policy & Procedures (P&P) Manual. Reviews the work product of all safety engineers and industrial hygienists assigned to the District Office to help ensure effective performance and adherence to the provisions of the P&P Manual.
- 15% Reviews citations and their evidentiary foundation prior to an informal conference, pre-hearing conference, or appeal hearing. Conducts informal conferences and pre-hearing conferences. Effectively represents the Division, and ensures that District compliance personnel effectively represent the Division, when citations issued by the District are appealed to the California Occupational Safety and Health Appeals Board. Works cooperatively with all attorneys from the Division's Legal Unit in civil and criminal cases in which a Legal Unit attorney is involved on behalf of the Division.
- 5% Assists the District Manager in implementing corrective actions required in response to OSHA's Federal Annual Monitoring Evaluation (FAME) report, as well as analyzing accident reports.
- 5% Performs other duties as required.

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH  
DUTY STATEMENT  
ASSOCIATE SAFETY ENGINEER

At the full journey level and under the direction of the District Manager in a DOSH Compliance Office, incumbent will be responsible for identifying health and safety issues at employer sites in their geographic area of responsibility. Duties include but are not limited to:

- 45% Independently investigates complaints of unsafe working conditions, identifies workplace safety and health hazards, and recommends corrective action. Determines what occupational safety and health standards are violated by identified hazards and prepares citations, reports, and correspondence accordingly.
- 25% Conducts inspections of factories, construction sites and other places of employment including those with the most complex operations and greatest hazards to workers, to determine whether employers are operating in conformance with the state's occupational safety and health standards. Investigates accidents and serious exposures resulting in catastrophes, fatalities, injuries and illnesses. Prepares or approves the preparation of the more complicated documents issued in Cal/OSHA compliance including Special Orders, Orders to Take Special Action, and citations resulting from willful acts or negligence.
- 20% Acts as lead person for compliance staff in lower level classes, including Assistant and Junior Safety Engineers and Industrial Hygienists, and Safety Engineering Technicians, providing field training, assigning and reviewing work. May be assigned to act as lead person in connection with studies, special projects, and or targeted compliance efforts such as task forces on the agriculture, construction, oil refining, and other industries with unique hazards that involve several staff members including other Associate Safety Engineers as well as employees in lower level classes
- 5% Prepares for and represents the Division at appeal hearings before the Occupational Safety and Health Appeals Board. As necessary, testifies as an expert witness on safety and health-related matters at hearings before the Appeals Board, the State Labor Commissioner, the Worker's Compensation Appeals Board, and at criminal prosecutions. Represents the division at meetings of professional and community groups, state, and other governmental agencies.
- 5% Makes recommendations for cases that should be referred to the Division's Bureau of Investigations for criminal prosecution. Performs other duties as required.

DEPARTMENT OF INDUSTRIAL RELATIONS  
 DIVISION OF OCCUPATIONAL SAFETY AND HEALTH  
 DUTY STATEMENT  
 INDUSTRIAL RELATIONS COUNSEL III (SPECIALIST)  
 LEGAL UNIT/BUREAU OF INVESTIGATIONS

GENERAL CHARACTERISTICS

Under the general direction of the Chief of the Division of Occupational Safety and Health (DOSH) and the supervision of the Industrial Relations Counsel III (Supervisor)/Administrative Chief of the Legal Unit/Bureau of Investigations, this attorney is representative of the most experienced and qualified attorneys in the Department. This attorney represents and advises the Chief with regard to policy, program direction, and legal matters. The attorney is expert in the breadth and complexity of industrial relations law pertaining to occupational safety and health. This attorney is responsible for performing complex administrative and civil (administrative hearing and appellate) litigation and is responsible for representing the Division in the most complicated and sensitive Cal/OSHA appeals hearings and court actions. This representation encompasses appearing before administrative agencies and all California appellate and trial courts. This attorney is required to respond to requests for legal assistance which encompass the most complex and widest range of legal issues and to work closely with staff and compliance personnel within the Division. The attorney is required to take substantial initiative, exercise a considerable amount of discretion, display superior work habits (e.g., organizational skills, accountability, timely completion of assignments), work independently, and produce the highest quantity and quality of legal work. This attorney may serve as lead counsel over less experienced staff.

- 55% Represents the Division of Occupational Safety and Health before the Occupational Safety and Health Appeals Board as a civil prosecutor in the most complex cases.
- 10% Represents the Division in the context of writs of mandate filed by and against the Department with reference to judicial review of Division enforcement actions and prepares and responds to petitions for reconsideration seeking administrative review of Division enforcement actions.
- 10% Assumes responsibility for development and preparation, in conjunction with Administration and Standards Board personnel, of occupational safety and health and administrative enforcement regulations.
- 10% Provides legal advice to Division Administration and compliance personnel concerning enforcement and other policy issues.
- 5% Analyzes, evaluates, and makes recommendations to the Chief concerning proposed legislation affecting the Division and assists in the development and drafting of proposed legislation for the advancement of the Cal/OSHA program.
- 5% Prepares necessary court pleadings and appears in response thereto with reference to Division policy and enforcement objectives (e.g., preparation of inspection warrants when entry is refused; preparation of motions to quash trial appearances of Division personnel), and,
- 5% Undertakes other duties as required.

DEPARTMENT OF INDUSTRIAL RELATIONS  
DIVISION OF OCCUPATIONAL SAFETY AND HEALTH  
DUTY STATEMENT  
LEGAL SECRETARY  
OAKLAND AND LOS ANGELES LEGAL UNITS

Under the supervision of the Chief Counsel, the Legal Secretary will independently and effectively work for two to four attorneys and will perform the following duties for Legal Unit/BOI attorneys and investigators in all fora including administrative, state and federal trial courts, state and federal courts of appeal, the California Supreme Court and the United States Supreme Court:

- 50% Uses Microsoft Word or comparable software programs to transcribe from dictated material or handwritten work, a wide variety of legal correspondence, petitions, briefs, answers, writs, subpoenas, motions, orders, bill analyses, and memoranda in, among others, the following substantive areas: proceedings before administrative law judges of the Occupational Safety and Health Appeals Board, appellate proceedings before the three member Occupational Safety and Health Appeals Board, writ proceedings in superior court challenging enforcement actions of the Division of Occupational Safety and Health, criminal violations of occupational safety and health laws in superior courts, motions in personal injury actions in superior courts to preclude testimony by Division compliance personnel. Incumbent must be able to independently prepare and have served subpoenas on witnesses or for depositions. Given the foregoing, incumbents must have familiarity with rules of practice of the occupational Safety and Health Appeals Board and superior and appellate courts.
- 20% Compose or prepare settlement agreements, motions to amend enforcement allegations, correspondence, form letters, legal notices, and other legal documents in support of the pleadings described above.
- 15% Maintains follow-up records relating to legal matters in process and ensures that legal notices and other legal forms are prepared and processed to meet legal requirements and deadlines.
- 10% Receives and screens a variety of telephone calls and visitors; answers a variety of inquiries concerning the progress of legal actions in process and gives information on the procedures required in handling these actions; sets up and maintains files; and
- 5% Requisitions and maintains office supplies; may serve as a leadperson to other clerical employees and other clerical duties as required.

DEPARTMENT OF INDUSTRIAL RELATIONS  
 FISCAL YEAR 2015-16 BUDGET CHANGE PROPOSAL  
 DOSH HEALTH and SAFETY INSPECTORS  
 FUND CONDITION STATEMENT  
 (dollars in thousands)

Attachment VI

	Actual 2012-13	Actual 2013-14	Estimated 2014-15	Projected 2015-16	Projected 2016-17	Projected 2017-18
<b>3121 Occupational Safety and Health Fund</b>						
BEGINNING RESERVES	24,012	24,884	37,384	28,099	31,945	33,044
Prior Year Adjustments	339	1,334	-	-	-	-
Adjusted Beginning Balance	<u>24,351</u>	<u>26,218</u>	<u>37,384</u>	<u>28,099</u>	<u>31,945</u>	<u>33,044</u>
<b>REVENUES AND TRANSFERS</b>						
Revenues:						
125600 Other Regulatory Fees	40,074	51,096	45,165	62,887	62,612	63,062
Transfers from Other Funds:						
From 0096 Balance Transfer per FY 13/14 BCP # DIR 13-03		13,673				
Totals, Revenues and Transfers	<u>40,074</u>	<u>64,769</u>	<u>45,165</u>	<u>62,887</u>	<u>62,612</u>	<u>63,062</u>
Totals Resources	<u>64,425</u>	<u>90,987</u>	<u>82,549</u>	<u>90,986</u>	<u>94,557</u>	<u>96,106</u>
<b>EXPENDITURES</b>						
Disbursements:						
0840 State Controller (State Operations)	27	2	-	-	-	-
8880 Financial Information System for California (State Operations)	198	227	42	42	42	42
7350 Department of Industrial Relations (State Operations)	39,316	53,374	54,408	54,059	54,059	54,509
FY 15/16 DOSH Leg BCPs				307	284	284
FY 15/16 DOSH Health & Safety Inspectors BCP				4,633	7,128	7,128
Totals, Expenditures	<u>39,541</u>	<u>53,603</u>	<u>54,450</u>	<u>59,041</u>	<u>61,513</u>	<u>61,963</u>
FUND BALANCE	<u>24,884</u>	<u>37,384</u>	<u>28,099</u>	<u>31,945</u>	<u>33,044</u>	<u>34,143</u>
Reserve for economic uncertainties	24,884	37,384	28,099	31,945	33,044	34,143



## BCP Fiscal Detail Sheet

BCP Title: Occupational Safety and Health Inspections

DP Name: 7350-003-BCP-DP-2015-GB

### Budget Request Summary

	FY15					
	CY	BY	BY+1	BY+2*	BY+3*	BY+4*
Positions - Permanent	0.0	24.5	44.0	44.0	44.0	44.0
<b>Total Positions</b>	<b>0.0</b>	<b>24.5</b>	<b>44.0</b>	<b>44.0</b>	<b>44.0</b>	<b>44.0</b>
Salaries and Wages						
Earnings - Permanent	0	2,531	4,519	4,519	4,519	4,519
<b>Total Salaries and Wages</b>	<b>\$0</b>	<b>\$2,531</b>	<b>\$4,519</b>	<b>\$4,519</b>	<b>\$4,519</b>	<b>\$4,519</b>
Total Staff Benefits	0	1,057	1,902	1,902	1,902	1,902
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$3,588</b>	<b>\$6,421</b>	<b>\$6,421</b>	<b>\$6,421</b>	<b>\$6,421</b>
Operating Expenses and Equipment						
5301 - General Expense	0	38	73	73	73	73
5302 - Printing	0	20	36	36	36	36
5304 - Communications	0	26	47	47	47	47
5306 - Postage	0	38	68	68	68	68
5320 - Travel: In-State	0	59	140	140	140	140
5322 - Training	0	2	4	4	4	4
5344 - Consolidated Data Centers	0	83	148	148	148	148
5346 - Information Technology	0	96	173	173	173	173
5368 - Non-Capital Asset Purchases - Equipment	0	383	18	18	18	18
54XX - Special Items of Expense	0	300	0	0	0	0
<b>Total Operating Expenses and Equipment</b>	<b>\$0</b>	<b>\$1,045</b>	<b>\$707</b>	<b>\$707</b>	<b>\$707</b>	<b>\$707</b>
<b>Total Budget Request</b>	<b>\$0</b>	<b>\$4,633</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>
<b>Fund Summary</b>						
Fund Source - State Operations						
3121 - Occupational Safety and Health Fund	0	4,633	7,128	7,128	7,128	7,128
<b>Total State Operations Expenditures</b>	<b>\$0</b>	<b>\$4,633</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>
<b>Total All Funds</b>	<b>\$0</b>	<b>\$4,633</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>
<b>Program Summary</b>						
Program Funding						
6100 - Division of Occupational Safety and Health	0	4,633	7,128	7,128	7,128	7,128
9900100 - Administration	0	283	344	344	344	344
9900200 - Administration - Distributed	0	-283	-344	-344	-344	-344
<b>Total All Programs</b>	<b>\$0</b>	<b>\$4,633</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>	<b>\$7,128</b>

Personal Services Details

Positions	Salary Information								
	Min	Mid	Max	CY	BY	BY+1	BY+2*	BY+3*	BY+4*
1139 - Office Techn (Typing) (Eff. 10-01-2015)				0.0	-10.5	-14.0	-14.0	-14.0	-14.0
1282 - Legal Secty (Eff. 10-01-2015)				0.0	1.5	2.0	2.0	2.0	2.0
3909 - Sr Safety Engr - Industrial (Eff. 01-01-2016)				0.0	8.0	16.0	16.0	16.0	16.0
3929 - Assoc Safety Engr (Eff. 10-01-2015 & 04-01-2016)				0.0	9.0	18.0	18.0	18.0	18.0
5142 - Assoc Pers Analyst (Eff. 10-01-2015)				0.0	1.5	2.0	2.0	2.0	2.0
5169 - Administrative Asst (Eff. 10-01-2015)				0.0	12.0	16.0	16.0	16.0	16.0
6180 - Industrial Relations Counsel III (Spec) (Eff. 10-01-2015)				0.0	3.0	4.0	4.0	4.0	4.0
<b>Total Positions</b>				<b>0.0</b>	<b>24.5</b>	<b>44.0</b>	<b>44.0</b>	<b>44.0</b>	<b>44.0</b>
Salaries and Wages	CY	BY	BY+1	BY+2*	BY+3*	BY+4*			
1139 - Office Techn (Typing)	0	-389	-518	-518	-518	-518			
1282 - Legal Secty	0	65	86	86	86	86			
3909 - Sr Safety Engr - Industrial	0	877	1,754	1,754	1,754	1,754			
3929 - Assoc Safety Engr	0	837	1,677	1,677	1,677	1,677			
5142 - Assoc Pers Analyst	0	91	121	121	121	121			
5169 - Administrative Asst	0	728	970	970	970	970			
6180 - Industrial Relations Counsel III (Spec)	0	322	429	429	429	429			
<b>Total Salaries and Wages</b>	<b>\$0</b>	<b>\$2,531</b>	<b>\$4,519</b>	<b>\$4,519</b>	<b>\$4,519</b>	<b>\$4,519</b>			
Staff Benefits									
5150350 - Health and Welfare Insurance	0	227	404	404	404	404			
5150600 - Retirement - General	0	615	1,097	1,097	1,097	1,097			
5150900 - Staff Benefits - Other	0	215	401	401	401	401			
<b>Total Staff Benefits</b>	<b>\$0</b>	<b>\$1,057</b>	<b>\$1,902</b>	<b>\$1,902</b>	<b>\$1,902</b>	<b>\$1,902</b>			
<b>Total Personal Services</b>	<b>\$0</b>	<b>\$3,588</b>	<b>\$6,421</b>	<b>\$6,421</b>	<b>\$6,421</b>	<b>\$6,421</b>			

\*Data by Classification not available at this time.