

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	38 CSHOs [4 SSEs]	9 positions	5 CSHOs
Region II Northern California and Central Valley	38 CSHOs [4 SSEs]	4 positions	2 CSHOs
Region III San Diego, Santa Ana, San Bernardino	44 CSHOs [4 SSEs]	4 positions	4 CSHOs
Region IV Los Angeles, Ventura	34 CSHOs [2 SSEs]	10 positions	2 CSHOs
Region V Mining & Tunneling	8 CSHOs	3 positions	2 CSHOs
High Hazard Unit	15 CSHOs	6 positions	1 CSHO
Labor Enforcement Task Force	9 CSHOs	1 position	
Process Safety Management	20 CSHOs	1 position	
TOTALS	206 nominal CSHOs 199 actual field CSHOs	38 vacant positions	16 CSHOs in training

Notes:

- Of the 206 filled CSHO positions, there are 14 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 available for field inspections is 199 CSHOs.
- The 38 vacant CSHO positions include 3 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 3 CSHO vacancies will need to be backfilled.
- DOSH has a vacancy rate for CSHO positions of 15.6% (38 vacancies in 244 positions).

- The California Employment Development Department (EDD) reported the Californian civilian labor force in June 2016 as 19,100,900 workers.
- The 199 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 95,984 workers.
- Cal/OSHA's inspector to worker ratio of 1 inspector to 95,000 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.]
- The 199 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 199 field-available CSHO positions also include 16 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The Fremont and Sacramento District Offices have vacancies in the District Manager position, which means that either a District Office CSHO or a Region I staff member must be the office-bound Acting District Manager in each office.

Sources: DOSH Organization Chart, July 6, 2016.
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

The are only 30 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 official DIR June 2016 DOSH Bilingual Pay roster and the summary chart for the complete details.