

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**September 2017**

<b>Enforcement Region</b>	<b>Filled CSHO Positions</b>	<b>Vacant CSHO Positions Listed</b>	<b>CSHOs with Limited Field Time</b>
<b>Region I</b> SF Bay Area	41 CSHOs [4 SSEs]	6 positions	6 CSHOs
<b>Region II</b> Northern California and Central Valley	38 CSHOs [4 SSEs]	4 positions	4 CSHOs
<b>Region III</b> San Diego, Santa Ana, San Bernardino	46 CSHOs [4 SSEs]	2 positions	5 CSHOs
<b>Region IV</b> Los Angeles, Ventura	35 CSHOs [3 SSEs]	9 positions	3 CSHOs
<b>Region V</b> Mining & Tunneling	8 CSHOs	3 positions	2 CSHOs
<b>High Hazard Unit</b> North and South	17 CSHOs	4 positions	4 CSHOs
<b>Labor Enforcement Task Force</b>	9 CSHOs	1 position	
<b>Process Safety Management</b>	19 CSHOs	10 positions	
<b>TOTALS</b>	<b>213 nominal CSHOs</b> 205.5 field available CSHOs	<b>39 vacant positions</b>	<b>24 CSHOs in training</b>

**Notes:**

- Of the 213 filled CSHO positions, there are 15 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 205.5 CSHOs.
- The 39 vacant CSHO positions include 10 new positions in the PSM unit which were fully funded starting in July 2017. One Senior Safety Engineer (SSE) position is vacant in the Van Nuys District Office. Because SSE positions can only be filled by internal promotion, current Safety Engineers/compliance officers will be promoted and the resulting 1 CSHO vacancy will need to be backfilled.

- DOSH has a vacancy rate for CSHO positions of 15.5% (39 vacancies in 252 positions), including the 10 new PSM positions starting in July 2017. The September 2017 Organization Charts show 252 CSHO positions compared to 254 CSHO positions in August 2017. No explanation has been given for the two missing CSHO positions.
- Each unfilled CSHO position represents \$150,000 annually in salary, benefits and operating costs that are fully under the last and current state budgets. Between July 2015 and June 2017, there were an average of 34 vacancies a month, meaning the unused Cal/OSHA enforcement resources amounted to \$10,200,000 for the 24-month period. The CSHO vacancies in the first quarter of state fiscal year (July, August and September 2017) represent an additional \$1,387,500 in unused resources. Since July 2015, more than \$11.5 million in available state resources have been left unused.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in August 2017 as 19,168,500 workers. The 205.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 93,277 workers. Cal/OSHA's inspector to worker ratio of 1 inspector to 93,000 workers is 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 205.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 205.5 field-available CSHO positions also include 24 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- There are eight District Offices without a District Manager: Fremont, High Hazard-North, High Hazard-South, Monrovia, PSM/Refinery-North, PSM/Refinery-South, and San Francisco. 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.

Sources:           DOSH Organization Chart, September 6, 2017  
                           EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of September 2017, there are only 38 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.

Spanish-speaking field inspectors = 35 CSHOs  
 Cantonese-speaking field inspectors = 1 CSHO  
 Mandarin-speaking field inspectors = 1 CSHO  
 Vietnamese-speaking field inspector = 1 CSHO

Please see the September 2017 DOSH Bilingual Pay summary chart for the details.