

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	40 CSHOs [2 SSEs]	7 positions	7 CSHOs
Region II Northern California and Central Valley	42 CSHOs [4 SSEs]		3 CSHOs
Region III San Diego, Santa Ana, San Bernardino	47 CSHOs [3 SSEs]	1 position	4 CSHOs
Region IV Los Angeles, Ventura	36 CSHOs [3 SSEs]	8 positions	4 CSHOs
Region V Mining & Tunneling	8 CSHOs	3 positions	1 CSHO
High Hazard Unit	17 CSHOs	4 positions	3 CSHOs
Labor Enforcement Task Force	10 CSHOs		
Process Safety Management	19 CSHOs	2 positions	
TOTALS	219 nominal CSHOs 213 actual field CSHOs	25 vacant positions	22 CSHOs in training

Notes:

- Of the 219 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. The number of CSHOs available for field inspections is 213 CSHOs.
- The 25 vacant CSHO positions include 4 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 4 CSHO vacancies will need to be backfilled.
- DOSH has a vacancy rate for CSHO positions of 10.2% (25 vacancies in 244 positions). One CSHO position on the October 2016 Org Charts has been eliminated without explanation.

- The California Employment Development Department (EDD) reported the Californian civilian labor force in November 2016 as 19,454,400 workers.
- The 213 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 91,335 workers.
- Cal/OSHA's inspector to worker ratio of 1 inspector to 91,000 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 213 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 213 field-available CSHO positions also include 22 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The Fremont District Office has a vacancy 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, December 2, 2016.  
                       EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of December 2016, there are only 31 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 = 28 CSHOs
- Cantonese-speaking field inspectors = 1 CSHO
- Mandarin-speaking field inspectors = 1 CSHO
- Vietnamese-speaking field inspector = 1 CSHO

Please see the official DIR December 2016 DOSH Bilingual Pay roster and the summary chart for the complete details.