

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**February 2018**

<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	40 CSHOs [4 SSEs]	4 positions	8 CSHOs
<b>Region II</b> Northern California and Central Valley	41 CSHOs [4 SSEs]		5 CSHOs
<b>Region III</b> San Diego, Santa Ana, San Bernardino	47 CSHOs [4 SSEs]		4 CSHOs
<b>Region IV</b> Los Angeles, Ventura	38 CSHOs [3 SSEs]	3 positions	5 CSHOs
<b>Region V</b> Mining & Tunneling	8 CSHOs	2 positions	1 CSHO
<b>High Hazard Unit</b> North and South	18 CSHOs	1 position	4 CSHOs
<b>Labor Enforcement Task Force</b>	9 CSHOs	1 position	
<b>Process Safety Management</b>	28 CSHOs		10 CSHOs
<b>TOTALS</b>	<b>229 nominal CSHOs</b> 221.5 field available CSHOs	<b>11 vacant positions</b>	<b>37 CSHOs in training</b>

**Notes:**

- Of the 229 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 221.5 CSHOs.
- There are 11 vacant CSHO positions. 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 CSHO vacancy will need to be backfilled.

- DOSH has a vacancy rate for CSHO positions of 4.6% (11 vacancies in 240 positions). The February 2018 Organization Charts show 240 CSHO positions compared to 254 CSHO positions in August 2017. **No explanation has been given for the 14 “disappeared” CSHO positions since August 2017.**
- Each unfilled CSHO position represents \$150,000 annually in salary, benefits and operating costs that are fully under previous and the 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 eight months of the current state fiscal year (July 2017 – February 2018) represent an additional \$3,037,500 in unused resources. **Since July 2015, more than \$13.2 million in available state resources for enforcement have been left unused.**
- The California Employment Development Department (EDD) reported the Californian civilian labor force in January 2018 as 19,387,800 workers. The 221.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 87,530 workers. Cal/OSHA’s inspector to worker ratio of 1 inspector to 87,000 workers is 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-eight years later, Cal/OSHA has a ratio of 11.4 CSHOs per million workers.**
- The 221.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 221.5 field-available CSHO positions also include 37 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
- There are 10 District Offices without a District Manager: Fremont, High Hazard-Oakland, High Hazard-Santa Ana, LEFT-Santa Ana, Monrovia, Oakland, PSM/Non-refinery-Concord, PSM/Refinery-Concord, PSM/Refinery-Santa Ana, 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, February 13, 2018  
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of January 2018, there are only 36 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 January 2018 DOSH Bilingual Pay summary chart for the full details.

Spanish-speaking field inspectors = 33 CSHOs  
Cantonese-speaking field inspectors = 1 CSHO  
Mandarin-speaking field inspectors = 1 CSHO  
Vietnamese-speaking field inspector = 1 CSHO