

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	41 CSHOs [2 SSEs]	6 positions	5 CSHOs
Region II Northern California and Central Valley	41 CSHOs [4 SSEs]	1 position	2 CSHOs
Region III San Diego, Santa Ana, San Bernardino	47 CSHOs [3 SSEs]	1 position	5 CSHOs
Region IV Los Angeles, Ventura	36 CSHOs [3 SSEs]	8 positions	4 CSHOs
Region V Mining & Tunneling	7 CSHOs	4 positions	1 CSHO
High Hazard Unit	16 CSHOs	5 positions	1 CSHO
Labor Enforcement Task Force	10 CSHOs		
Process Safety Management	19 CSHOs	2 positions	
TOTALS	217 nominal CSHOs 211 actual field CSHOs	27 vacant positions	18 CSHOs in training

Notes:

- Of the 217 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 211 CSHOs.
- The 27 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 11% (27 vacancies in 244 positions). One CSHO position has disappeared without explanation from the Org Charts since October 2016.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in February 2017 as 19,155,700 workers.
- The 211 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 90,785 workers.
- Cal/OSHA's inspector to worker ratio of 1 inspector to 90,800 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 211 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 211 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, Oakland and Oakland LETF District Offices have vacancies in the District Manager position, which means that either a District Office CSHO or a Regional staff member must be the office-bound Acting District Manager in each office.

Sources: DOSH Organization Chart, March 7, 2017
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of March 2017, there are only 35 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 = 32 CSHOs
- Cantonese-speaking field inspectors = 1 CSHO
- Mandarin-speaking field inspectors = 1 CSHO
- Vietnamese-speaking field inspector = 1 CSHO

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