

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	36 CSHOs	12 positions	3 CSHOs
Region II Northern California and Central Valley	32 CSHOs	9 positions	
Region III San Diego, Santa Ana, San Bernardino	39 CSHOs	8 positions	1 CSHO
Region IV Los Angeles, Ventura	32 CSHOs	9 positions	3 CSHOs
Region V Mining & Tunneling	8 CSHOs	1 position	3 CSHOs
High Hazard Unit	16 CSHOs	5 positions	1 CSHO
Labor Enforcement Task Force	8 CSHOs	2 positions	
Process Safety Management	18 CSHOs	3 positions	
TOTALS	189 CSHOs	49 vacant positions	11 CSHOs in training

Notes:

- The 49 vacant CSHO positions include 8 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 8 CSHO vacancies will need to be backfilled. The SSE positions were funded by the state's 2015-16 budget that began on July 1, 2015, and only half have been filled to date.
- Of the 189 filled CSHO positions, there are 8 filled SSE positions. The SSEs are to spend 50% of their time on District Office administrative matters and 50% of their time conducting compliance inspections.
- The 189 filled CSHO positions include one CSHO who is the Acting District Manager (ADM) in Los Angeles, who now conducts no or very few field inspections.
- The 189 filled CSHO positions also include 11 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in January 2016 as 19,019,100 workers.

- The 189 currently filled CSHO positions represents an inspector to worker ratio of 1 inspector to 100,630 workers.
- The 189 filled CSHO positions in January 2016 are five less than the number in January 2016, and six less than the 195 filled CSHO positions left by Republican Governor Arnold Schwarzenegger in January 2011, five years ago.
- The 189 filled CSHO positions are also below the number of California Fish & Game Wardens (250+) currently working in the field.
- Cal/OSHA's inspector to worker ratio of 1 inspector to 100,000 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.]

Sources: DOSH Organization Chart, March 7, 2016.
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Notes: Between November 2015 and March 2016, four field compliance officer positions (CSHO) positions have disappeared from the DOSH Organization Chart. In the November 2015 Organization Chart, the combined total of filled and vacant positions was 242 CSHO positions. In the March 2016 Organization Chart, the combined total of filled and vacant positions is 238 CSHO positions. No explanation has been offered for the disappearance of these 4 CSHO positions.

In addition, the number of 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 separate summary of the March 2016 DOSH Bilingual Pay roster for the complete details.