

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**May 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 [2 SSEs]	5 positions	9 CSHOs
<b>Region II</b> Northern California and Central Valley	41 CSHOs [4 SSEs]	1 position	4 CSHOs
<b>Region III</b> San Diego, Santa Ana, San Bernardino	46 CSHOs [3 SSEs]	1 position	6 CSHOs
<b>Region IV</b> Los Angeles, Ventura	36 CSHOs [3 SSEs]	8 positions	3 CSHOs
<b>Region V</b> Mining & Tunneling	8 CSHOs	3 positions	2 CSHOs
<b>High Hazard Unit</b> North and South	16 CSHOs	5 positions	3 CSHOs
<b>Labor Enforcement Task Force</b>	9 CSHOs	1 position	
<b>Process Safety Management</b>	19 CSHOs	2 positions	
<b>TOTALS</b>	<b>216 nominal CSHOs</b> 210 actual field CSHOs	<b>26 vacant positions</b>	<b>27 CSHOs in training</b>

**Notes:**

- Of the 216 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. Therefore, the number of CSHOs available for field inspections is 210 CSHOs.
- The 26 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% (26 vacancies in 242 positions). In October 2016, there were a total of 245 filled and vacant CSHO positions. In May 2017, the total number of CSHO positions dropped to 242 positions. No explanation has been given for the 3 eliminated CSHO positions.
- Since all the vacant positions have been fully funded since July 2015, the 26 vacancies in May 2017 represent \$325,000 in enforcement resources “left on the table” unused in the month. Each unfilled CSHO position represents \$150,00 annually in salary, benefits and operating costs that are fully under the last and current state budgets. Since July 2015, using an average of 25 vacancies a month, the unused Cal/OSHA enforcement resources amount to \$7,187,500 for the 23-month period.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in March 2017 as 19,177,900 workers. The 210 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 91,323 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 210 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 210 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 of the three offices.

Sources:       DOSH Organization Chart, May 4, 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.