

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
May 2020

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	30 CSHOs [3 SSEs]	17 positions	2 CSHOs
Region II Northern California and Central Valley	38 CSHOs [4 SSEs]	5 positions	
Region III San Diego, Santa Ana, San Bernardino	36 CSHOs [4 SSEs]	12 positions	2 CSHOs
Region IV Los Angeles, Ventura	34 CSHOs [2 SSEs]	10 positions	1 CSHO
Region V Mining & Tunneling	8 CSHOs	3 positions	1 CSHO
High Hazard Unit North and South	17 CSHOs		1 CSHO
Labor Enforcement Task Force	8 CSHOs	1 position	
Process Safety Management	23 CSHOs	4 positions	3 CSHOs
TOTALS	194 nominal CSHOs 186.5 field available CSHOs	52 vacant positions	10 CSHOs in training
Filled and vacant = 246 positions			

Notes:

- Of the 194 filled CSHO positions, there are 13 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 187.5 CSHOs.**
- There are **52 vacant CSHO positions.** Three Senior Safety Engineer (SSE) positions are vacant in the Oakland, Los Angeles and Monrovia District Offices. 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. Two of the three SSE/District Manager positions in Mining & Tunneling (Region V) are

- vacant, as is the M&T training manager position and the Principal Safety Engineer position.
- DOSH has a **vacancy rate for CSHO positions of 21%** (52 vacancies in 246 positions). The total number of positions in May 2020 is 246 (filled and vacant) – three less than November 2019 and five less than July 2019.
 - There are two Regional Manager vacancies: the Region III Manager in Santa Ana, and the Region VI Manager supervising the High Hazard and LETF units. Because RM positions can only be filled by internal promotion, a current DOSH employee (usually a District Manager) will be promoted and the resulting two vacancies will need to be backfilled.
 - There are six District Offices without a District Manager: San Bernardino, Sacramento, Long Beach, LETF/Santa Ana, Santa Ana and Van Nuys. 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.
 - **Some enforcement District Offices are particularly hard hit: Fremont has 7 of 11 CSHO positions vacant (64%); Santa Ana has 6 of 12 positions vacant (50%) and no District Manager; and San Francisco has 3 of 7 positions vacant (43%).**
 - Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 36%.** Region III (San Diego/Santa Ana/San Bernardino) has 3 of 4 District Manager positions vacant and the Regional Manager position is also vacant.
 - The California Employment Development Department (EDD) reported the Californian civilian labor force in April 2020 as 18,568,200 workers. The 186.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 99,030 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 99,000 workers is much 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. Forty years later, Cal/OSHA has a ratio of 10.1 CSHOs per million workers.**
 - The 187.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
 - The 187.5 field-available CSHO positions also include 12 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
 - Each unfilled CSHO position represents \$150,00 annually in salary, benefits and operating costs that were funded under previous and the current state budgets. **Lost DOSH resources due to unfilled CSHO positions between July 2015 and June 2019 totaled more than \$18.4 million.**

Sources: DOSH Organization Chart, May 5, 2020
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of May 2020, there are only 28 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 May 2020 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 26 CSHOs
Cantonese-speaking field inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO