

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**November 2019**

<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	28 CSHOs [1 SSE]	18 positions	2 CSHOs
<b>Region II</b> Northern California and Central Valley	41 CSHOs [4 SSEs]	2 positions	1 CSHO
<b>Region III</b> San Diego, Santa Ana, San Bernardino	40 CSHOs [4 SSEs]	8 positions	2 CSHOs
<b>Region IV</b> Los Angeles, Ventura	34 CSHOs [2 SSEs]	9 positions	2 CSHOs
<b>Region V</b> Mining & Tunneling	10 CSHOs	1 position	2 CSHOs
<b>High Hazard Unit</b> North and South	16 CSHOs	3 positions	1 CSHO
<b>Labor Enforcement Task Force</b>	9 CSHOs	1 position	
<b>Process Safety Management</b>	25 CSHOs	4 positions	6 CSHOs
<b>TOTALS</b>	<b>203 nominal CSHOs</b>	<b>46 vacant positions</b>	<b>16 CSHOs in training</b>
<b>Filled and vacant = 249 positions</b>	<b>197.5 field available CSHOs</b>		

**Notes:**

- Of the 203 filled CSHO positions, there are 11 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 197.5 CSHOs**.
- There are 46 vacant CSHO positions. Five Senior Safety Engineer (SSE) positions are vacant in the American Canyon, Fremont, 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.

- There is one Regional Manager vacancy, the Region VI Manager supervising the High Hazard and LETF units. A second RM position in Region III (Santa Ana) will become vacant at the end of the year. Because RM positions can only be filled by internal promotion, a current DOSH employee (usually a District Manager) will be promoted and the resulting vacancy will need to be backfilled.
- There are 4 District Offices without a District Manager: San Bernardino, Sacramento, LETF/Santa Ana and Santa Ana. 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.
- DOSH has a **vacancy rate for CSHO positions of 18.5%** (46 vacancies in 249 positions). This is the highest vacancy rate since September 2017 when it was 15.5% (39 vacancies in 253 positions).
- The total number of positions in November is 249 (filled and vacant), 2 less than July 2019 and 9 less than February 2019.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in September 2019 as 19,400,800 workers. The 197.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 98,232 workers. **Cal/OSHA's inspector to worker ratio of 1 inspector to 98,000 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. Thirty-nine years later, Cal/OSHA has a ratio of 10.2 CSHOs per million workers.**
- The 197.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 206 field-available CSHO positions also include 16 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
- Each unfilled CSHO position represents \$150,000 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 include:
  - o FY 2015/16 -- \$5.1 million
  - o FY 2016/17 -- \$5.1 million
  - o FY 2017/18 -- \$3.7 million
  - o FY 2018/19 -- \$4.575 million
- **Between July 2015 and June 2019, more than \$18.4 million in available state resources for enforcement were left unused.**

Sources: DOSH Organization Chart, November 6, 2019  
EDD: <http://www.labormarketinfo.edd.ca.gov>

**Additional Note:**

As of November 2019, 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 November 2019 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