

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	39 CSHOs [2 SSEs]	8 positions	4 CSHOs
Region II Northern California and Central Valley	42 CSHOs [4 SSEs]		3 CSHOs
Region III San Diego, Santa Ana, San Bernardino	46 CSHOs [3 SSEs]	2 positions	4 CSHOs
Region IV Los Angeles, Ventura	38 CSHOs [2 SSEs]	6 positions	2 CSHOs
Region V Mining & Tunneling	8 CSHOs	3 positions	3 CSHOs
High Hazard Unit	15 CSHOs	6 positions	2 CSHO
Labor Enforcement Task Force	8 CSHOs	2 positions	
Process Safety Management	20 CSHOs	1 position	
TOTALS	216 nominal CSHOs 210.5 actual field CSHOs	28 vacant positions	18 CSHOs in training

Notes:

- Of the 216 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. The number of CSHOs available for field inspections is 210.5 CSHOs.
- The 28 vacant CSHO positions include 5 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 5 CSHO vacancies will need to be backfilled.
- DOSH has a vacancy rate for CSHO positions of 11.5% (28 vacancies in 244 positions).

- The California Employment Development Department (EDD) reported the Californian civilian labor force in August 2016 as 19,230,000 workers.
- The 210.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 91,354 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 210.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 210.5 field-available CSHO positions also include 18 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The Fremont District Office has a vacancy in the District Manager position, which means that either a District Office CSHO or a Region I staff member must be the office-bound Acting District Manager in each office.

Sources: DOSH Organization Chart, September 13, 2016.
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

There are only 29 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 = 26 CSHOs
- Cantonese-speaking field inspectors = 1 CSHO
- Mandarin-speaking field inspectors = 1 CSHO
- Vietnamese-speaking field inspector = 1 CSHO

Please see the official DIR September 2016 DOSH Bilingual Pay roster and the summary chart for the complete details.