

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
August 1, 2024

[July 31, 2024, DOSH Org Chart, data released by DIR in November 2024]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs certified as bilingual	Industrial Hygiene CSHOs
Region I SF Bay Area	17 CSHOs	18 positions	1 CSHO	None
Region II Northern California and Central Valley	19 CSHOs	11 positions	1 CSHO	1 CSHO
Region III San Diego, Santa Ana, Riverside, San Bernardino	17 CSHOs	27 positions	1 CSHO	1 CSHO
Region IV Los Angeles area	29 CSHOs	19 positions	5 CSHOs	None
Region V Mining & Tunneling	7 CSHOs	7 positions	None	None
Region VI High Hazard Unit LETF Unit	18 CSHOs 5 CSHOs	4 positions 6 positions	2 CSHOs	1 CSHO
Region VII PSM units – Refinery: Non-refinery:	2 CSHOs 7 CSHOs	8 positions 8 positions	None	None
Region VIII Central Valley and Central Coast	22 CSHOs	11 positions	1 CSHO	2 CSHOs
Agriculture Safety Unit	0 CSHOs	5 positions		
CSHO positions [267 total]	143 filled	124 vacant	11 bilingual	5 IHs

Minus 50% time of 3 Retired Annuitants working as CSHOs	-1.5 FTEs			
Plus 50% time of 14 District SSEs	+ 7 FTEs			
Field-Available inspector FTEs	148.5 CSHOs			

Notes:

- Of the 143 filled CSHO positions, there are three “Retired Annuitant” (RA) rehired staff working as CSHOs in District Offices. RA positions are temporary, part-time positions and RAs are limited to 960 hours per fiscal year (half time). At the same time, there are 14 Senior Safety Engineer (SSE) positions in District Offices. These 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 **CSHO FTEs available for field inspections on August 1, 2024, is 148.5 CSHOs.**
- There are **124 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 46%** (124 vacancies in 267 positions).
- The California Employment Development Department (EDD) reported the California civilian labor force in August 2024 as 19,382,900 workers. The 148.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 130,525 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 130,000 workers is much less health protective than Washington State’s ratio of 1 to 26,000, and Oregon’s ratio of 1 to 24,000.** [These non-California ratios were cited in the April 2024 “Death on the Job” report.]
- There are **five District Offices without a District Manager** in Los Angeles, Modesto, Monrovia, Santa Barbara, 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.
- **Two District Offices have zero clerical staff** – Los Angeles and Concord PSM – which means CSHOs must spend time doing administrative work.
- **Fifteen existing enforcement District Offices have CSHO vacancy rates at or above 40%** -- Santa Ana Refinery PSM (100%), Santa Ana (73%), San Bernardino (71%), San Francisco (66%), Concord Refinery PSM (60%), Concord Non-refinery PSM (57%), Fremont (55%), LETF unit (55%), Bakersfield (50%), Long Beach (50%), Oakland (50%), Santa Ana Non-refinery PSM (50%),

Monrovia (49%), Sacramento (45%), and Fresno (42%).

- **Four more District Offices have CSHO vacancy rates between 33% and 40%** -- American Canyon, Foster City, San Diego, and Van Nuys.
- Among the **newly established enforcement District Offices, there are significant vacancies**: Santa Barbara (100%), Riverside (66%) and Fresno High Hazard Unit (60%). The Riverside and Fresno HHU offices have two CSHOs each – transfers from other existing District Offices.
- The **new Agricultural Safety unit has zero CSHOs** and only five designated position for the four slated enforcement offices (Bakersfield, El Centro, Lodi, and Salinas), plus about 10 satellite offices throughout the state.
- Overall, **several regions have vacancy rates at or above 50%**: Region I (51%), Region III (61%), Region V (50%), and Region VII (64%). Region III has no Regional Manager as well as the 61% CSHO vacancy rate.
- The DOSH Org Chart indicates that **11 field CSHOs are “bilingual.”** Region II (Northern California and Central Valley) and Region VIII (Central Valley and Central Coast) each have one bilingual CSHOs in the field. 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.
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty-four years later, Cal/OSHA has a ratio of 7.7 CSHOs per million workers.**
- The 148.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 148.5 field-available CSHO positions also include two CSHOs who are classified as in training (SET, TAU, T&D, Junior SE) and who technically do not conduct independent inspections alone.

Sources: DIR List of Authorized DOSH Positions, July 31, 2024
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, November 11, 2024