

Field Enforcement Inspectors (CSHOs)

Division of Occupational Safety and Health – Cal/OSHA

June 1, 2024

[May 31, 2024, DOSH Org Chart, data released by DIR in August 2024]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs certified as bilingual	Industrial Hygiene CSHOs
Region I SF Bay Area	22 CSHOs	24 positions	2 CSHOs	None
Region II Northern California and Central Valley	28 CSHOs	14 positions	None	4 CSHOs
Region III San Diego, Santa Ana, San Bernardino	23 CSHOs	28 positions	2 CSHOs	1 CSHO
Region IV Los Angeles, Ventura	33 CSHOs	13 positions	7 CSHOs	None
Region V Mining & Tunneling	8 CSHOs	6 positions	None	None
High Hazard Unit	17 CSHOs	2 positions	2 CSHOs	None
Labor Enforcement Task Force	8 CSHOs	3 positions	1 CSHO	1 CSHO
PSM units – Refinery:	6 CSHOs	4 positions	None	None
Non-refinery:	8 CSHOs	7 positions		
CSHO positions [254 total]	153 filled	101 vacant	14 bilingual	6 IHs
Minus 50% time of Retired Annuitants working as CSHOs (3 CSHOs			
Plus 50% time of District SSEs	15 SSEs			
Field-Available inspector FTEs	159 CSHOs			

Notes:

- Of the 153 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 15 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 May 1, 2024, is 159 CSHOs.**
- There are **101 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 40%** (101 vacancies in 254 positions).
- The May 31st DOSH Organization Chart also noted that there are an additional 11 vacant CSHO positions held in reserve but fully funded by the 2021/22 Budget Change Proposal. If these 11 vacant CSHO positions are included, then there are **112 CSHO vacancies, and a vacancy rate of 42.5%**
- The California Employment Development Department (EDD) reported the California civilian labor force in June 2024 as 19,346,500 workers. The 159 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 121,676 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 121,000 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 Concord PSM, Fresno, Los Angeles, Monrovia, 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.
- **Eleven enforcement District Offices have CSHO vacancy rates at or above 40%** -- Santa Ana (73%), San Francisco (66%), San Bernardino (64%), Fremont (64%), American Canyon (55%), Bakersfield (50%), Long Beach (50%), PSM Non-Refinery (47%), Oakland (42%), Fresno (42%), and PSM Refinery (40%).
- **Four more District Offices have CSHO vacancy rates between 33% and 40%** -- Foster City, Los Angeles, Sacramento, and San Diego.
- Overall, **Region III (Santa Ana) has a CSHO vacancy rate of 55%, Region I (San Francisco Bay Area) has of 52%, and Mining & Tunneling (Region V) has**

a 43% vacancy rate. Region III has no Regional Manager as well as the 55% CSHO vacancy rate.

- The DOSH Org Chart indicates that **14 field CSHOs are “bilingual.”** Region II (Central Valley) has no 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 8.2 CSHOs per million workers.**
- The 159 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 159 field-available CSHO positions also include three 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, May 31, 2024
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, August 23, 2024