

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

[February 29, 2024, data released by DIR in June 2024]

<b>Enforcement Region</b>	<b>Filled CSHO Positions</b>	<b>Vacant CSHO Positions</b>	<b>CSHOs with Limited Field Time</b>	<b>Retired Annuitant working as CSHOs</b>
<b>Region I</b> SF Bay Area	23 CSHOs	23 positions	1 CSHO	1 CSHO
<b>Region II</b> Northern California and Central Valley	27 CSHOs	15 positions		
<b>Region III</b> San Diego, Santa Ana, San Bernardino	24 CSHOs	27 positions		1 CSHO
<b>Region IV</b> Los Angeles, Ventura	31 CSHOs	15 positions	1 CSHO	1 CSHO
<b>Region V</b> Mining & Tunneling	8 CSHOs	6 positions		
<b>High Hazard Unit</b> North and South	17 CSHOs	2 positions		
<b>Labor Enforcement Task Force</b>	9 CSHOs	2 positions		
<b>PSM units – Refinery:</b>	6 CSHOs	4 positions		
<b>Non-refinery:</b>	9 CSHOs	6 positions		
<b>Retired Annuitants working as CSHOs (50% field time)</b>	3 CSHOs = 1.5 FTEs			
<b>District SSEs Reg I through VI (50% field time)</b>	14 SSEs = 7 FTEs	9 positions		
<b>TOTALS</b>	<b>171 nominal CSHOs</b>	<b>109 vacant positions</b>	<b>2 CSHOs in training</b>	
<b>Filled and vacant CSHO positions = 280 positions</b>	<b>162.5 field available CSHOs</b>			

**Notes:**

- Of the 171 filled CSHO positions, there are 14 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. In addition, there are three “Retired Annuitant” (RA) rehired staff working as CSHOs in District Offices. RA positions are temporary, part-time positions. RAs are limited to 960 hours per fiscal year (half time).
- Therefore, the number of **CSHOs available for field inspections on March 1, 2024, is 162.5 CSHOs.**
- There are **109 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 39%** (109 vacancies in 280 positions).
- The February 29<sup>th</sup> 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 **120 vacancies and a vacancy rate of 41%** (120 vacancies in 291 positions).
- There are **two District Offices without a District Manager** in Fresno and Monrovia. 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.
- **Nine enforcement District Offices have CSHO vacancy rates at or above 40%** -- Santa Ana (73%), San Francisco (66%), San Bernardino (64%) and Fremont (64%), American Canyon (55%), Bakersfield (50%) and Long Beach (50%), Sacramento (45%), and Fresno (42%).
- **Three more District Offices have CSHO vacancy rates between 33% and 40%** -- Los Angeles, Oakland, and Foster City.
- Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 50%, Region III (Santa Ana) has a 53% vacancy rate, Mining & Tunneling (Region V) has a 43% vacancy rate, and the PSM unit has a 40% vacancy rate.** Region III has no Region Manager as well as the 53% CSHO vacancy rate.
- The California Employment Development Department (EDD) reported the California civilian labor force in March 2024 as 19,346,200 workers. The 162.5 field-available CSHO positions represents an inspector to worker ratio of 1

inspector to 119,053 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 119,000 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.]

- The DOSH Org Chart indicates that **15 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 8.4 CSHOs per million workers.**
- The 162.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 162.5 field-available CSHO positions also include one CSHO who is 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, February 29, 2024  
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, June13, 2024