

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

[November 30, 2024, DOSH Org Chart, data released by DIR in April 2025]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs certified as bilingual	Industrial Hygiene CSHOs
Region I SF Bay Area	16 CSHOs	18 positions	1 CSHO	None
Region II Northern California and Central Valley	18 CSHOs	12 positions	1 CSHO	1 CSHO
Region III San Diego, Santa Ana, Riverside, San Bernardino	23 CSHOs	22 positions	1 CSHO	None
Region IV Los Angeles area	31 CSHOs	17 positions	4 CSHOs	None
Region V Mining & Tunneling	6 CSHOs	8 positions	None	None
Region VI High Hazard Unit LETF Unit	17 CSHOs 10 CSHOs	5 positions 4 positions	2 CSHOs	1 CSHO
Region VII PSM units – Refinery: Non-refinery:	3 CSHOs 8 CSHOs	7 positions 7 positions	None	None
Region VIII Central Valley and Central Coast	19 CSHOs	16 positions	1 CSHO	1 CSHO
CSHO positions [267 total]	151 filled	116 vacant	10 bilingual	3 IHs

Minus 50% time of 4 Retired Annuitants working as CSHOs	- 2 FTEs			
Plus 50% time of 23 District SSEs	+ 11.5 FTEs			
Field-Available inspector FTEs	160.5 CSHOs			

Notes:

- Of the 151 filled CSHO positions, there are four “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 19 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 December 1, 2024, is 160.5 CSHOs.**
- There are **116 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 43%** (116 vacancies in 267 positions).
- The California Employment Development Department (EDD) reported the California civilian labor force in December 2024 as 19,399,400 workers. The 160.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 120,869 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 120,000 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.]
- **Fifteen enforcement District Offices have CSHO vacancy rates at or above 40% -- with ten offices having vacancy rates of 50% or more.** These offices are: PSM/Refinery Unit (70%); San Francisco (67%); Santa Barbara (67%); Fremont (60%); San Bernardino (57%); Riverside (57%); Bakersfield (57%); Fresno (55%); American Canyon (55%); Oakland (50%); PSM/Non-Refinery Unit (47%); Monrovia (47%); Van Nuys (45%); Santa Ana (45%); and Long Beach (40%).
- **An additional three offices have vacancy rates between 33% and 40% --** San Diego, Sacramento and Foster City.
- The **new Agricultural Safety unit has two CSHOs** for the four slated enforcement offices in Bakersfield, El Centro, Lodi, and Salinas.

- There are **six District Offices without a District Manager** in Los Angeles, Long Beach, Modesto, Santa Barbara, Van Nuys, and the Fresno High Hazard Unit offices. 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.
- **Three District Offices have zero clerical staff** –Fresno High Hazard Unit, American Canyon, Santa Ana, and Santa Barbara – which means CSHOs must spend time doing administrative work.
- The DOSH Org Chart indicates that **10 field CSHOs are “bilingual.”** Region II (Northern California and Central Valley) and Region VIII (Central Valley and Central Coast) – regions with numerous farmworkers – both have one bilingual CSHOs in the field. It is estimated that at least 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-five years later, Cal/OSHA has a ratio of 8.3 CSHOs per million workers.**
- The 160.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 160.5 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, November 30, 2024
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, April 8, 2025