

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

[October 31, 2024, DOSH Org Chart, data released by DIR in March 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	19 CSHOs	11 positions	1 CSHO	1 CSHO
Region III San Diego, Santa Ana, Riverside, San Bernardino	22 CSHOs	23 positions	1 CSHO	None
Region IV Los Angeles area	32 CSHOs	17 positions	4 CSHOs	None
Region V Mining & Tunneling	7 CSHOs	7 positions	None	None
Region VI High Hazard Unit LETF Unit	17 CSHOs 11 CSHOs	5 positions 3 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	2 CSHOs
CSHO positions [268 total]	154 filled	114 vacant	10 bilingual	4 IHs

Minus 50% time of 4 Retired Annuitants working as CSHOs	- 2 FTEs			
Plus 50% time of 18 District SSEs	+ 9.5 FTEs			
Field-Available inspector FTEs	161.5 CSHOs			

Notes:

- Of the 154 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 November 1, 2024, is 161.5 CSHOs.**
- There are **114 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 42.5%** (114 vacancies in 268 positions).
- The California Employment Development Department (EDD) reported the California civilian labor force in November 2024 as 19,396,500 workers. The 161.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 120,102 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 eight offices having vacancy rates of 50% or more.** These offices are: Santa Barbara (80%), Riverside (71%), PSM Refinery unit (70%), San Francisco (67%), Bakersfield (62%), Fremont (60%), San Bernardino (57%), Oakland (50%), PSM/Non-Refinery (47%), American Canyon (45%), Santa Ana (45%), Van Nuys (45%), Fresno (45%), Monrovia (40%), 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 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.

- There are **six District Offices without a District Manager** in Los Angeles, Long Beach, Modesto, Santa Barbara, Van Nuys, and the San Bernardino Mining & Tunneling office. 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.
- **Four District Offices have zero clerical staff** –Fresno High Hazard Unit, Riverside, Santa Ana, and Santa Barbara – which means CSHOs must spend time doing administrative work.
- Overall, **several regions have vacancy rates at or above 50%**: Region I/San Francisco (50%), Region III/San Diego (53%), Region V/Mining & Tunneling (51%), and Region VII/PSM (56%).
- 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 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 161.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 161.5 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, October 31, 2024
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, March 11, 2025