

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
January 1, 2025

[December 31, 2024, DOSH Org Chart, data released by DIR in May 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	17 CSHOs	13 positions	1 CSHO	1 CSHO
Region III San Diego, Santa Ana, Riverside, San Bernardino	22 CSHOs	23 positions	None	None
Region IV Los Angeles area	30 CSHOs	19 positions	4 CSHOs	None
Region V Mining & Tunneling	6 CSHOs	8 positions	None	None
Region VI High Hazard Unit LETF Unit	16 CSHOs 11 CSHOs	6 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	18 CSHOs	17 positions	1 CSHO	1 CSHO
Ag Enforcement & Outreach Unit	6 CSHOs			
CSHO positions [275 total]	153 filled	122 vacant	9 bilingual	3 IHs

Minus 50% time of 4 Retired Annuitants working as CSHOs	- 2 FTEs			
Plus 50% time of 20 District SSEs	+ 10 FTEs			
Field-Available inspector FTEs	161 CSHOs			

Notes:

- Of the 153 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 20 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 January 1, 2025, is 161 CSHOs.**
- There are **122 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 44%** (122 vacancies in 275 positions).
- The California Employment Development Department (EDD) reported the California civilian labor force in January 2025 as 19,704,100 workers. The 160.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 122,386 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 122,000 workers is much less health protective than Washington State’s ratio of 1 to 28,000, and Oregon’s ratio of 1 to 23,000.** [These non-California ratios were cited in the April 2025 “Death on the Job” report.]
- **Sixteen enforcement District Offices have CSHO vacancy rates at or above 40% -- with 11 offices having vacancy rates of 50% or more.** These offices are: PSM/Refinery Unit (70%); San Francisco (67%); Santa Barbara (67%); Fresno (64%); Fremont (60%); San Bernardino (57%); Riverside (57%); Bakersfield (57%); American Canyon (55%); Monrovia (53%); Oakland (50%); PSM/Non-Refinery Unit (47%); San Diego (46%); Van Nuys (45%); Santa Ana (45%); and Long Beach (40%).
- **An additional three offices have vacancy rates between 33% and 40% --** Redding, Sacramento and Foster City.
- **The new Agricultural Safety unit has six CSHOs** for the four slated enforcement offices in Bakersfield, El Centro, Lodi, and Salinas.

- There are **seven District Offices without a District Manager** in Los Angeles, Long Beach, Modesto, Santa Barbara, Van Nuys, Santa Ana PSM Non-Refinery Unit, 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.
- **Four 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 **9 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 8.17 CSHOs per million workers.**
- The 161 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 161 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, December 31, 2024
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, May 14, 2025