

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

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

<b>Enforcement Region</b>	<b>Filled CSHO Positions</b>	<b>Vacant CSHO Positions</b>	<b>CSHOs certified as bilingual</b>	<b>Industrial Hygiene CSHOs</b>
<b>Region I</b> SF Bay Area	19 CSHOs	14 positions	2 CSHOs	None
<b>Region II</b> Northern California and Central Valley	24 CSHOs	7 positions	1 CSHO	None
<b>Region III</b> San Diego, Santa Ana, Riverside, San Bernardino	22 CSHOs	23 positions	2 CSHOs	None
<b>Region IV</b> Los Angeles area	30 CSHOs	22 positions	6 CSHOs	None
<b>Region V</b> Mining & Tunneling	10 CSHOs	4 positions	None	None
<b>Region VI</b> High Hazard Unit LETU Unit	15 CSHOs 12 CSHOs	7 positions 4 positions	2 CSHOs 3 CSHOs	1 CSHO
<b>Region VII</b> PSM units – Refinery: Non-refinery:	7 CSHOs 8 CSHOs	3 positions 8 positions	None	None
<b>Region VIII</b> Central Valley and Central Coast	18 CSHOs	18 positions	1 CSHO	1 CSHO
<b>Ag Enforcement &amp; Outreach Unit</b>	6 CSHOs		3 CSHOs	
<b>CSHO positions</b> [281 total]	171 filled	110 vacant	20 bilingual	2 IHs

<b>Minus 50% time of 4 Retired Annuitants working as CSHOs</b>	- 2 FTEs			
<b>Plus 50% time of 15 District SSEs</b>	+ 7.5 FTEs			
<b>Field-Available inspector FTEs</b>	<b>176.5 CSHOs</b>			

**Notes:**

- Of the 171 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 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, 2025, is 176.5 CSHOs.**
- There are **110 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 39%** (110 vacancies in 281 positions).
- **Twelve enforcement District Offices have CSHO vacancy rates at or above 40% -- with nine offices having vacancy rates of 50% or more.** These offices are: Riverside (86%), Fresno (67%), Santa Barbara (67%), Fremont (60%), Van Nuys (58%), San Bernardino (57%), Bakersfield (57%), Monrovia (56%), PSM – Non-Refinery unit (50%), San Francisco (50%), Santa Ana (45%), and Long Beach (40%).
- The **Los Angeles area District Offices** – responsible for protecting workers involved in the clean-up and rebuilding after the January wild fires – have significant CSHO vacancies: Van Nuys (58%), Monrovia (56%), Santa Ana (45%) and Long Beach (40%).
- The **Agricultural Safety unit has six CSHOs** for the four slated enforcement offices in Bakersfield, El Centro, Lodi, and Salinas.
- There are **three District Offices without a District Manager** in Fresno High Hazard Unit, Santa Barbara, and the Santa Ana PSM Non-Refinery Unit. 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.

- **Five District Offices have zero clerical staff**—Fresno High Hazard Unit, Fresno LETF, American Canyon, Santa Ana, and Santa Barbara – which means CSHOs must spend time doing administrative work.
- The DOSH Org Chart indicates that **20 field CSHOs are “bilingual.”** Three of the six members of the Agriculture Safety enforcement unit 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.
- There are **only two industrial hygienists** among the 171 filled CSHO positions, which means that enforcement inspections involving “health” issues – such as heat, wildfire smoke, airborne lead and silica exposures, noise, and ergonomics – are severely limited by lack of qualified personnel.
- The California Employment Development Department (EDD) reported the California civilian labor force in May 2025 as 19,804,400 workers. The 176.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 112,223 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 112,000 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.]
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty-five years later, Cal/OSHA has a ratio of 8.9 CSHOs per million workers.**
- The 176.5 field-available CSHO positions also include five 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, April 30, 2025  
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, August 13, 2025