

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

[July 31, 2025, DOSH Org Chart, released by DIR in October 2025]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs certified as bilingual	Industrial Hygiene CSHOs
Region I SF Bay Area	18 CSHOs	14 positions	2 CSHOs	None
Region II Northern California and Central Valley	24 CSHOs	6 positions	1 CSHO	None
Region III San Diego, Santa Ana, Riverside, San Bernardino	26 CSHOs	19 positions	2 CSHOs	None
Region IV Los Angeles area	31 CSHOs	22 positions	6 CSHOs	None
Region V Mining & Tunneling	10 CSHOs	4 positions	None	None
Region VI High Hazard Unit LETF Unit	15 CSHOs 12 CSHOs	7 positions 4 positions	2 CSHOs 3 CSHOs	1 CSHO
Region VII PSM units – Refinery: Non-refinery:	7 CSHOs 7 CSHOs	3 positions 9 positions	None	None
Region VIII Central Valley and Central Coast	23 CSHOs	13 positions	1 CSHO	1 CSHO
Ag Enforcement & Outreach Unit	6 CSHOs		3 CSHOs	None
CSHO positions [280 total]	179 filled	101 vacant	20 bilingual	2 IHs

Minus 50% time of 6 Retired Annuitants working as CSHOs	- 3 FTEs			
Plus 50% time of 21 District SSEs	+ 10.5 FTEs			
Field-Available inspector FTEs	186.5 CSHOs			

Notes:

- Of the 179 filled CSHO positions, there are six “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 21 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 July 1, 2025, is 186.5 CSHOs.**
- On July 1st, there were **101 vacant CSHO positions**. DOSH had a **vacancy rate for CSHO positions of 36%** (101 vacancies in 280 positions).
- **Ten enforcement District Offices have CSHO vacancy rates at or above 40% -- with eight offices having vacancy rates of 50% or more.** These offices are: Fremont (70%), Santa Barbara (67%), San Bernardino (64%), Van Nuys (58%), Riverside (57%), Monrovia (56%), PSM – Non-Refinery unit (56%), San Francisco (50%), Bakersfield (43%), 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%), 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 **five new CSHO positions** established in July 2025 that have yet to be placed: 1.5 positions for “OSHS Heat Illness and Wildfire Smoke” and 3.5 positions for “Domestic Worker Definitions.”
- There are **four District Offices without a District Manager** in Fresno High Hazard Unit, San Bernardino, 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.

- **Three District Offices have zero clerical staff** –Fresno High Hazard Unit, Fresno LETF, 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 179 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 August 2025 as 19,857,900 workers. The 186.5 FTE CSHO positions represents an inspector to worker ratio of 1 inspector to 106,477 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 106,000 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 9.4 CSHOs per million workers.**
- The 186.5 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, July 31, 2025
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, October 5, 2025