

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**February 1, 2026**

[January 31, 2026 DOSH Org Chart, data released by DIR in April 2026]

<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	16 CSHOs	16 positions	2 CSHOs	None
<b>Region II</b> Northern California and Central Valley	24 CSHOs	6 positions	1 CSHO	None
<b>Region III</b> San Diego, Santa Ana, Riverside, San Bernardino	26 CSHOs	19 positions	2 CSHOs	None
<b>Region IV</b> Los Angeles area	30 CSHOs	22 positions	5 CSHOs	None
<b>Region V</b> Mining & Tunneling	10 CSHOs	4 positions	None	None
<b>Region VI</b> High Hazard Unit LETF Unit	17 CSHOs 15 CSHOs	5 positions 1 position	2 CSHOs 3 CSHOs	1 CSHO
<b>Region VII</b> PSM units – Refinery: Non-refinery:	9 CSHOs 9 CSHOs	1 position 7 positions	None	None
<b>Region VIII</b> Central Valley and Central Coast	23 CSHOs	13 positions	1 CSHO	1 CSHO
<b>Ag Enforcement &amp; Outreach Unit</b>	14 CSHOs	1 position	7 CSHOs	None
<b>CSHO positions</b> [288 total]	193 filled	95 vacant	23 bilingual	2 IHs

<b>Minus 50% time of 6 Retired Annuitants working as CSHOs</b>	- 3 FTEs			
<b>Plus 50% time of 21 District SSEs</b>	+ 10.5 FTEs			
<b>Field-Available inspector FTEs</b>	200.5 CSHOs			

**Notes:**

- Of the 193 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 February 1, 2026, is 200.5 CSHOs.**
- On February 1<sup>st</sup>, there were **95 vacant CSHO positions**. DOSH had a **vacancy rate for CSHO positions of 33%** (95 vacancies in 288 positions). In addition, there were 5 inspector positions that were “unassigned” and also vacant, raising **total vacancies to 100.**
- **Nine enforcement District Offices have CSHO vacancy rates at or above 50%.** These offices are: Fremont (70%), Long Beach (70%), Santa Barbara (67%), San Bernardino (62%), Bakersfield (57%), San Francisco (50%), Riverside (50%), Concord PSM Non-Refinery (50%), and Monrovia (50%). In addition, the Oakland District Office has 45% CSHO vacancies.
- Two **Los Angeles area District Offices** – responsible for protecting workers involved in the clean-up and rebuilding after the January 2025 wild fires – have significant CSHO vacancies: Long Beach (70%) and Monrovia (50%).
- The **Agricultural Safety unit has 14 CSHOs** for the four slated enforcement offices in Bakersfield, El Centro, Lodi, and Salinas.
- There are **four District Offices without a District Manager** in Riverside, Fresno, Lodi Ag Unit, 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 LETF, Santa Ana PSM Non-Refinery, and Santa Barbara – which means CSHOs must spend time doing administrative work.
- The DOSH Org Chart indicates that **23 field CSHOs are “bilingual.”** Seven of the 14 members of the Agriculture Safety enforcement unit are bilingual. Region II (Northern California and Central Valley) and Region VIII (Central Valley and Central Coast) are regions with numerous farmworkers, yet both Region II and Region VIII both have one bilingual inspectors each. 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 193 filled CSHO positions, which means that enforcement inspections involving “health” issues – such as heat, wildfire smoke, infectious diseases, 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 January 2026 as 19,862,200 workers. The 200.5 FTE CSHO positions represent an inspector to worker ratio of 1 inspector to 99,063 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 99,000 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-six years later, Cal/OSHA has a ratio of 10.1 CSHOs per million workers.**
- The 200.5 field-available CSHO positions also include six 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, January 31, 2026  
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, April 13, 2026