

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
April 2020

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	29 CSHOs [2 SSEs]	18 positions	2 CSHOs
Region II Northern California and Central Valley	38 CSHOs [4 SSEs]	5 positions	
Region III San Diego, Santa Ana, San Bernardino	37 CSHOs [4 SSEs]	11 positions	2 CSHOs
Region IV Los Angeles, Ventura	34 CSHOs [2 SSEs]	10 positions	1 CSHO
Region V Mining & Tunneling	8 CSHOs	3 positions	1 CSHO
High Hazard Unit North and South	17 CSHOs		1 CSHO
Labor Enforcement Task Force	8 CSHOs	1 position	
Process Safety Management	23 CSHOs	4 positions	5 CSHOs
TOTALS	194 nominal CSHOs 188 field available CSHOs	52 vacant positions	12 CSHOs in training
Filled and vacant = 246 positions			

Notes:

- Of the 194 filled CSHO positions, there are 12 Senior Safety Engineer (SSE) positions in District Offices. The 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 **CSHOs available for field inspections is 188 CSHOs**.
- There are **52 vacant CSHO positions**. Four Senior Safety Engineer (SSE) positions are vacant in the American Canyon, Oakland, Los Angeles and Monrovia District Offices. Because SSE positions can only be filled by internal promotion, current Safety Engineers/compliance officers will be promoted and the resulting CSHO vacancy will

- need to be backfilled. Two of the three SSE/District Manager positions in Mining & Tunneling (Region V) are vacant, as is the M&T training manager position.
- DOSH has a **vacancy rate for CSHO positions of 21%** (52 vacancies in 246 positions). The total number of positions in April 2020 is 246 (filled and vacant) – three less than November 2019 and five less than July 2019.
 - There are two Regional Manager vacancies: the Region III Manager in Santa Ana and the Region VI Manager supervising the High Hazard and LETF units. Because RM positions can only be filled by internal promotion, a current DOSH employee (usually a District Manager) will be promoted and the resulting two vacancies will need to be backfilled.
 - There are six District Offices without a District Manager: San Bernardino, Sacramento, Long Beach, LETF/Santa Ana, Santa Ana and Van Nuys. 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.
 - **Some enforcement District Offices are particularly hard hit: Fremont has 7 of 11 CSHO positions vacant (64%); San Francisco has 3 of 7 positions vacant (43%); Santa Ana has 5 of 12 positions vacant (42%) and no District Manager; and Oakland has 33% vacancies.**
 - Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 38%**. Region III (San Diego/Santa Ana/San Bernardino) has 3 of 4 District Manager positions vacant and the Regional Manager position is also vacant.
 - The California Employment Development Department (EDD) reported the Californian civilian labor force in March 2020 as 19,264,200 workers. The 188 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 102,469 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 102,000 workers is much less health protective than Washington State’s ratio of 1 to 25,000, and Oregon’s ratio of 1 to 22,000.** [These non-California ratios were cited in the Department of Industrial Relations’ Budget Change Proposal of January 2015.]
 - **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty years later, Cal/OSHA has a ratio of 9.8 CSHOs per million workers.**
 - The 188 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
 - The 188 field-available CSHO positions also include 12 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
 - Each unfilled CSHO position represents \$150,00 annually in salary, benefits and operating costs that were funded under previous and the current state budgets. **Lost DOSH resources due to unfilled CSHO positions between July 2015 and June 2019 totaled more than \$18.4 million.**

Sources: DOSH Organization Chart, April 7, 2020
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of December 2019, there are only 28 field CSHOs who receive bilingual pay, after passing a proficiency exam in speaking languages other than English, as listed below. 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. Please see the December 2019 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 26 CSHOs
Cantonese-speaking field inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO