

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
August 2017

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	40 CSHOs [4 SSEs]	7 positions	8 CSHOs
Region II Northern California and Central Valley	40 CSHOs [4 SSEs]	2 positions	4 CSHOs
Region III San Diego, Santa Ana, San Bernardino	43 CSHOs [4 SSEs]	7 positions	5 CSHOs
Region IV Los Angeles, Ventura	36 CSHOs [3 SSEs]	8 positions	3 CSHOs
Region V Mining & Tunneling	8 CSHOs	3 positions	2 CSHOs
High Hazard Unit North and South	17 CSHOs	4 positions	4 CSHOs
Labor Enforcement Task Force	9 CSHOs	1 position	
Process Safety Management	19 CSHOs	10 positions	
TOTALS	212 nominal CSHOs 204.5 field available CSHOs	42 vacant positions	26 CSHOs in training

Notes:

- Of the 212 filled CSHO positions, there are 15 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 204.5 CSHOs.
- The 42 vacant CSHO positions include 10 new positions in the PSM unit which were fully funded starting in July 2017. One Senior Safety Engineer (SSE) position is vacant in the Van Nuys District Office. Because SSE positions can only be filled by internal promotion, current Safety Engineers/compliance officers will be promoted and the resulting 1 CSHO vacancy will need to be backfilled.

- DOSH has a vacancy rate for CSHO positions of 16.5% (42 vacancies in 254 positions), including the 10 new PSM positions starting in July 2017.
- Each unfilled CSHO position represents \$150,000 annually in salary, benefits and operating costs that are fully under the last and current state budgets. Between July 2015 and June 2017, there were an average of 34 vacancies a month, meaning the unused Cal/OSHA enforcement resources amounted to \$10,200,000 for the 24-month period. The CSHO vacancies in July and August 2017 represent an additional \$900,000 in unused resources.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in August 2017 as 19,168,500 workers. The 204.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 93,733 workers. Cal/OSHA's inspector to worker ratio of 1 inspector to 93,000 workers is less health protective than Fed OSHA's ratio of 1 to 59,000; 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.]
- The 204.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 204.5 field-available CSHO positions also include 26 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- There are six District Offices without a District Manager: Fremont, High Hazard-North, High Hazard-South, Monrovia, PSM/Refinery-North, PSM/Refinery-South. 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.

Sources: DOSH Organization Chart, August 2, 2017
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of April 2017, there are only 38 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.

Spanish-speaking field inspectors = 35 CSHOs
 Cantonese-speaking field inspectors = 1 CSHO
 Mandarin-speaking field inspectors = 1 CSHO
 Vietnamese-speaking field inspector = 1 CSHO

Please see the April 2017 DOSH Bilingual Pay summary chart for the details.