

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	41 CSHOs [4 SSEs]	5 positions	6 CSHOs
Region II Northern California and Central Valley	39 CSHOs [4 SSEs]	3 positions	4 CSHOs
Region III San Diego, Santa Ana, San Bernardino	48 CSHOs [4 SSEs]		3 CSHOs
Region IV Los Angeles, Ventura	37 CSHOs [3 SSEs]	7 positions	4 CSHOs
Region V Mining & Tunneling	7 CSHOs	3 positions	2 CSHOs
High Hazard Unit North and South	18 CSHOs	3 positions	4 CSHOs
Labor Enforcement Task Force	9 CSHOs	1 position	
Process Safety Management	24 CSHOs	5 positions	6 CSHOs
TOTALS	223 nominal CSHOs 215.5 field available CSHOs	27 vacant positions	29 CSHOs in training

Notes:

- Of the 223 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 215.5 CSHOs.
- The 27 vacant CSHO positions include 5 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 10.8% (27 vacancies in 250 positions). The December 2017 Organization Charts show 250 CSHO positions compared to 254 CSHO positions in August 2017. No explanation has been given for the four missing CSHO positions.
 - Each unfilled CSHO position represents \$150,000 annually in salary, benefits and operating costs that are fully under previous and the 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 the first five months of the current state fiscal year (July – November 2017) represent an additional \$2,250,000 in unused resources. The 27 vacancies in December 2017 add another \$337,500 to the total. Since July 2015, more than \$12.7 million in available state resources for enforcement have been left unused.
 - The California Employment Development Department (EDD) reported the Californian civilian labor force in November 2017 as 19,393,400 workers. The 215.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 89,993 workers. Cal/OSHA's inspector to worker ratio of 1 inspector to 90,000 workers is 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. Thirty-seven years later, Cal/OSHA has a ratio of 11.1 CSHOs per million workers.
 - The 215.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
 - The 215.5 field-available CSHO positions also include 29 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
 - There are eight District Offices without a District Manager: Fremont, High Hazard-North, High Hazard-South, Monrovia, Oakland, PSM/Refinery-North, PSM/Refinery-South, and San Francisco. 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, December 6, 2017
EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of December 2017, there are only 37 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 2017 DOSH Bilingual Pay summary chart for the full details.

Spanish-speaking field inspectors = 34 CSHOs
Cantonese-speaking field inspectors = 1 CSHO
Mandarin-speaking field inspectors = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO