

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**February 2019**

| <b>Enforcement Region</b>                                     | <b>Filled CSHO Positions</b>                          | <b>Vacant CSHO Positions Listed</b> | <b>CSHOs with Limited Field Time</b> |
|---|---|-------------------------------------|--------------------------------------|
| <b>Region I</b><br>SF Bay Area                                | 36 CSHOs<br>[2 SSEs]                                  | 10 positions                        | 3 CSHOs                              |
| <b>Region II</b><br>Northern California<br>and Central Valley | 39 CSHOs<br>[4 SSEs]                                  | 4 positions                         | 2 CSHOs                              |
| <b>Region III</b><br>San Diego, Santa Ana,<br>San Bernardino  | 47 CSHOs<br>[4 SSEs]                                  | 1 position                          | 2 CSHOs                              |
| <b>Region IV</b><br>Los Angeles, Ventura                      | 35 CSHOs<br>[2 SSEs]                                  | 7 positions                         | 2 CSHOs                              |
| <b>Region V</b><br>Mining & Tunneling                         | 8 CSHOs   | 3 positions                         |                                      |
| <b>High Hazard Unit</b><br>North and South                    | 26 CSHOs  | 3 positions                         | 1 CSHO                               |
| <b>Labor Enforcement Task Force</b>                           | 10 CSHOs  |                                     |                                      |
| <b>Process Safety Management</b>                              | 26 CSHOs  | 3 positions                         | 8 CSHOs                              |
|   |   |                                     |                                      |
| <b>TOTALS</b>   | <b>227 nominal CSHOs</b><br>221 field available CSHOs | <b>31 vacant positions</b>          | <b>18 CSHOs in training</b>          |

**Notes:**

- Of the 221 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 221 CSHOs.
- There are 31 vacant CSHO positions. Four Senior Safety Engineer (SSE) positions are vacant in the Fremont, 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.

- There are 3 District Offices without a District Manager: San Bernardino, San Francisco and Santa Ana. 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.
- DOSH has a vacancy rate for CSHO positions of 8% (31 vacancies in 258 positions).
- The California Employment Development Department (EDD) reported the Californian civilian labor force in December 2018 as 19,593,000 workers. The 221 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 88,656 workers. **Cal/OSHA's inspector to worker ratio of 1 inspector to 88,000 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-eight years later, Cal/OSHA has a ratio of 11.6 CSHOs per million workers.**
- The 221 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 221 field-available CSHO positions also include 18 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 include:
  - o FY 2015/16 -- \$5.1 million
  - o FY 2016/17 -- \$5.1 million
  - o FY 2017/18 -- \$3.7 million
  - o First 6 months of FY 2018/19 -- \$2.3 million
- **Since July 2015, more than \$16.2 million in available state resources for enforcement have been left unused.**

Sources: DOSH Organization Chart, February 5, 2019  
EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of July 2018, there are only 26 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 February 2019 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 24 CSHOs  
Cantonese-speaking field inspector = 1 CSHO  
Vietnamese-speaking field inspector = 1 CSHO