

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	43 CSHOs [4 SSEs]	3 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	44 CSHOs [4 SSEs]	4 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	20 CSHOs	1 position	1 position
TOTALS	217 nominal CSHOs 209.5 actual field CSHOs	26 vacant positions	27 CSHOs in training

Notes:

- Of the 217 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 209.5 CSHOs.
- The 26 vacant CSHO positions include 1 Senior Safety Engineer (SSE) position in the Van Nuys District Offices. 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 10.7% (26 vacancies in 243 positions). In October 2016, there were a total of 245 filled and vacant CSHO positions. In June 2017, the total number of CSHO positions dropped to 243 positions. No explanation has been given for the 2 eliminated CSHO positions.
- Since all the vacant positions have been fully funded since July 2015, the 26 vacancies in May 2017 represent \$325,000 in enforcement resources “left on the table” unused in the month. Each unfilled CSHO position represents \$150,00 annually in salary, benefits and operating costs that are fully under the last and current state budgets. Since July 2015, using an average of 34 vacancies a month, the unused Cal/OSHA enforcement resources amount to \$10,200,000 for the 24-month period.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in June 2017 as 19,156,000 workers. The 209.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 91,437 workers. Cal/OSHA’s inspector to worker ratio of 1 inspector to 91,000 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 209.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 209.5 field-available CSHO positions also include 27 CSHOs who are in training (SET, TAU, T&D, Junior SE) and do not conduct independent inspections alone.
- The Fremont and Oakland District Offices have a CSHO serving as Acting District Manager, so those offices effectively have one additional CSHO vacancy as the ADMs do not conduct field inspections. The Oakland HHU District Office has a vacancies in the District Manager position, which means that either a District Office CSHO or a Regional staff member must serve as the office-bound Acting District Manager.

Sources: DOSH Organization Chart, June 8, 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.