

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
September 2018

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions Listed	CSHOs with Limited Field Time
Region I SF Bay Area	35 CSHOs [4 SSEs]	11 positions	3 CSHOs
Region II Northern California and Central Valley	41 CSHOs [4 SSEs]	1 position	3 CSHOs
Region III San Diego, Santa Ana, San Bernardino	46 CSHOs [4 SSEs]	2 positions	2 CSHOs
Region IV Los Angeles, Ventura	35 CSHOs [3 SSEs]	9 positions	2 CSHOs
Region V Mining & Tunneling	5 CSHOs	3 positions	1 CSHO
High Hazard Unit North and South	16 CSHOs	3 positions	1 CSHO
Labor Enforcement Task Force	10 CSHOs		
Process Safety Management	27 CSHOs	2 positions	8 CSHOs
TOTALS	215 nominal CSHOs 207.5 field available CSHOs	31 vacant positions	20 CSHOs in training

Notes:

- Of the 215 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 207.5 CSHOs.
- There are 31 vacant CSHO positions. 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 CSHO vacancy will need to be backfilled.

- DOSH has a vacancy rate for CSHO positions of 12% (31 vacancies in 249 positions). The September 2018 Organization Charts show 249 CSHO positions compared to 254 CSHO positions in August 2017. **The six missing positions appear to be the result of mandatory cuts by the Department of Finance of legislatively-funded CSHO positions.** If the 11 District Manager vacancies (which require a CSHO to become the Acting DM) were counted as well as the missing CSHO positions and vacant CSHO positions, then the vacancy rate would be 16.8%.
- 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 state fiscal year (July 2017 – June 2018) represent an additional \$3.7 million in unused resources. The first three months of state FY 2018/19 logged another 30 CSHO vacancies a month, for another \$1.125 million in unused state resources. **Since July 2015, more than \$15 million in available state resources for enforcement have been left unused.**
- The California Employment Development Department (EDD) reported the Californian civilian labor force in September 2018 as 19,385,400 workers. The 207.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 93,424 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 93,000 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 11.3 CSHOs per million workers.**
- The 207.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 207.5 field-available CSHO positions also include 20 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
- There are 11 District Offices without a District Manager: Fremont, High Hazard-Oakland, High Hazard-Santa Ana, LEFT-Santa Ana, Monrovia, Oakland, PSM/Non-refinery-Concord, PSM/Non-Refinery/Santa Ana, PSM/Refinery-Santa Ana, 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.

Sources: DOSH Organization Chart, September 13, 2018
 EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of July 2018, 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 July 2018 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 34 CSHOs
Mandarin-speaking field inspectors = 2 CSHOs
Vietnamese-speaking field inspector = 1 CSHO