

## Field Enforcement Inspectors (CSHOs)

### Division of Occupational Safety and Health – Cal/OSHA

April 1, 2022

<b>Enforcement Region</b>	<b>Filled CSHO Positions</b>	<b>Vacant CSHO Positions</b>	<b>CSHOs with Limited Field Time</b>	<b>Retired Annuitant working as CSHOs</b>
<b>Region I</b> SF Bay Area	32 CSHOs [3 SSEs]	18 positions	1 CSHO	1 CSHO
<b>Region II</b> Northern California and Central Valley	38 CSHOs [1 SSE]	8 positions		
<b>Region III</b> San Diego, Santa Ana, San Bernardino	38 CSHOs [2 SSEs]	11 positions	1 CSHO	1 CSHO
<b>Region IV</b> Los Angeles, Ventura	43 CSHOs [2 SSEs]	5 positions		3 CSHOs
<b>Region V</b> Mining & Tunneling	8 CSHOs	6 positions		
<b>High Hazard Unit</b> North and South	16 CSHOs	2 positions		
<b>Labor Enforcement Task Force</b>	7 CSHOs	2 positions		
<b>Process Safety Management</b>	18 CSHOs	11 positions		
<b>TOTALS</b>	<b>200 nominal CSHOs</b>	<b>63 vacant positions</b>	<b>2 CSHOs in training</b>	<b>5 Retired Annuitants working as CSHOs</b>
<b>Filled and vacant permanent = 263 positions</b>	<b>196 field available CSHOs</b>			

**Notes:**

- Of the 200 filled CSHO positions, there are 8 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 196 CSHOs.**

- In addition to the 200 filled permanent positions, there are five “**Retired Annuitant**” (RA) rehired staff working as CSHOs in District Offices. RA positions are temporary, part-time positions. Usually, RAs are limited to 960 hours per fiscal year (half time).
- There are **63 vacant CSHO positions**. DOSH has a **vacancy rate for CSHO positions of 24%** (63 vacancies in 263 positions). There are 20 fewer CSHO positions listed on the April 2022 charts than appeared on the December 2021 list. If those positions were included in April 2022, there would be 83 vacant CSHO positions, for a vacancy rate of 29%.
- There are **seven District Offices without a District Manager**: Sacramento, HHU/Santa Ana, LETF/Santa Ana, LETF/Sacramento, Long Beach, San Diego and Van Nuys. 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. One of the three SSE/District Manager positions in Mining & Tunneling (Region V) are vacant, as is the M&T training manager position.
- **Some enforcement District Offices are particularly hard hit: Fremont has 7 of 13 CSHO positions vacant (54%), Santa Ana has 6 of 12 positions vacant (50%), both Oakland has 5 of 13 positions vacant (38%). Overall, Region I (San Francisco Bay Area) has a CSHO vacancy rate of 36%.**
- Eight Senior Safety Engineer (SSE) positions are vacant in District Offices in Fresno, Santa Ana, Los Angeles, Modesto, Monrovia, Redding, San Bernardino and Oakland. Because SSE positions can only be filled by internal promotion, current Safety Engineer/compliance officers will be promoted and the resulting CSHO vacancy will need to be backfilled.
- Eight Senior Safety Engineer or Senior Industrial Hygiene (SSE/SIH) positions are vacant in the six regional offices. This includes all three SSE/SIH positions in Region 1 and Region 2, which now have only the Regional Manager to supervise and assist the five district offices in Region 1 and the four District Offices in Region 2.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in April 2022 as 19,229,200 workers. The 196 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 98,108 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 98,000 workers is much less health protective than Washington State’s ratio of 1 to 28,000, and Oregon’s ratio of 1 to 24,000.** [These non-California ratios were cited in the 2020 “Death on the Job” report.]
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty years later, Cal/OSHA has a ratio of 10.2 CSHOs per million workers.**
- The 196 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 196 field-available CSHO positions also include 2 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.

Sources: DIR List of Authorized DOSH Positions, April 1, 2022  
EDD: <http://www.labormarketinfo.edd.ca.gov>

**Additional Note:**

As of April 2022, there are only 21 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 April 2022 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field compliance officer = 19 CSHOs  
Cantonese-speaking field compliance officer = 1 CSHO  
Vietnamese-speaking field compliance officer = 1 CSHO