

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**August 1, 2022**

[Released by DIR on November 30, 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	29 CSHOs	16 positions	2 CSHOs	1 CSHO
<b>Region II</b> Northern California and Central Valley	32 CSHOs	13 positions	2 CSHOs	
<b>Region III</b> San Diego, Santa Ana, San Bernardino	35 CSHOs	10 positions	1 CSHO	1 CSHO
<b>Region IV</b> Los Angeles, Ventura	37 CSHOs	7 positions		3 CSHOs
<b>District SSEs</b> Reg I through IV (50% field time)	9 SSEs	7 positions		
<b>Region V</b> Mining & Tunneling	9 CSHOs	5 positions		
<b>High Hazard Unit</b> North and South	15 CSHOs	2 positions		
<b>Labor Enforcement Task Force</b>	8 CSHOs	1 position		
<b>Process Safety Management</b>	16 CSHOs	9 positions		
<b>TOTALS</b>  Filled and vacant permanent = 260 positions	<b>190 nominal CSHOs</b> <b>188 field available CSHOs</b>	<b>70 vacant positions</b>	<b>5 CSHOs in training</b>	<b>5 Retired Annuitants working as CSHOs</b>

## **Notes:**

- Of the 190 filled CSHO positions, there are 9 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. In addition, there are five “Retired Annuitant” (RA) rehired staff working as CSHOs in District Offices. RA positions are temporary, part-time positions. RAs are limited to 960 hours per fiscal year (half time).
- Therefore, the number of **CSHOs available for field inspections is 188 CSHOs.**
- There are **70 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 27%** (70 vacancies in 260 positions).
- There are **three District Offices without a District Manager:** Long Beach, San Francisco 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. Two of the three SSE/District Manager positions in Mining & Tunneling (Region V) are vacant.
- Some enforcement District Offices are particularly hard hit: **Fremont has 7 of 11 CSHO positions vacant (64%); Fresno has 5 of 13 positions vacant (38%), and Oakland has 4 of 12 positions vacant (33%).** Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 35%.** Three District Offices (**American Canyon, Sacramento and HHU Oakland**) have zero clerical staff, which means CSHOs must spend time doing the admin work.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in August 2022 as 19,348,000 workers. The 188 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 102,915 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 102,000 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-two years later, Cal/OSHA has a ratio of 9.7 CSHOs per million workers.**
- The 188 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 188 field-available CSHO positions also include five 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, August 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 inspectors = 19 CSHOs  
Cantonese-speaking field inspectors = 1 CSHO  
Vietnamese-speaking field inspector = 1 CSHO