

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

[Released by DIR on March 20, 2023]

<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	17 positions	2 CSHOs	1 CSHO
<b>Region II</b> Northern California and Central Valley	32 CSHOs	10 positions	2 CSHOs	
<b>Region III</b> San Diego, Santa Ana, San Bernardino	33 CSHOs	14 positions		1 CSHO
<b>Region IV</b> Los Angeles, Ventura	35 CSHOs	11 positions		1 CSHO
<b>Regional SSEs</b> Reg I through IV (50% field time)	8 SSEs	6 positions		
<b>Region V</b> Mining & Tunneling	9 CSHOs	5 positions		
<b>High Hazard Unit</b> North and South	17 CSHOs	2 positions		
<b>Labor Enforcement Task Force</b>	9 CSHOs			
<b>Process Safety Management</b>	15 CSHOs	10 positions		
<b>TOTALS</b>	<b>187 nominal CSHOs</b>	<b>75 vacant positions</b>	<b>4 CSHOs in training</b>	<b>3 Retired Annuitants working as CSHOs</b>
<b>Filled and vacant permanent = 262 positions</b>	<b>183 field available CSHOs</b>			

**Note:** The December 1<sup>st</sup> DOSH Organization Charts also noted that there were an additional 14 CSHO vacancies not on the chart but funded by the 2021/22 Budget Change Proposal.

## Notes:

- Of the 187 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. 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 183 CSHOs.**
- There are **75 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 29%** (75 vacancies in 262 positions).
- There one **District Offices without a District Manager** in Fresno. Two of the three SSE/District Manager positions in Mining & Tunneling (Region V) are vacant. 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.
- **Eight enforcement District Offices have CSHO vacancy rates above 30%** -- San Francisco (67%), Fremont (45%), San Bernardino (43%), Fresno (42%), Oakland and Foster City (33%), and Long Beach and Modesto (30%). Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 37%.** Three District Offices (**American Canyon, Sacramento, and Modesto**) **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 December 2022 as 19,221,000 workers. The 183 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 105,032 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 105,000 workers is much less health protective than Washington State’s ratio of 1 to 27,000, and Oregon’s ratio of 1 to 26,000.** [These non-California ratios were cited in the April 2023 “Death on the Job” report.]
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty-three years later, Cal/OSHA has a ratio of 9.5 CSHOs per million workers.**
- The 183 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 183 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, December 1, 2022  
EDD: <http://www.labormarketinfo.edd.ca.gov>

**Additional Note:**

As of March 2023, there are only 16 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 March 2023 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 14 CSHOs

Cantonese-speaking field inspectors = 1 CSHO

Vietnamese-speaking field inspector = 1 CSHO