

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

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs with Limited Field Time	Retired Annuitant working as CSHOs
Region I SF Bay Area	33 CSHOs [3 SSEs]	15 positions	2 CSHOs	1 CSHO
Region II Northern California and Central Valley	37 CSHOs [1 SSEs]	7 positions	1 CSHO	
Region III San Diego, Santa Ana, San Bernardino	39 CSHOs [2 SSEs]	10 positions	1 CSHO	1 CSHO
Region IV Los Angeles, Ventura	44 CSHOs [3 SSEs]	4 positions		3 CSHOs
Region V Mining & Tunneling	8 CSHOs	6 positions		
High Hazard Unit North and South	16 CSHOs	2 positions		
Labor Enforcement Task Force	7 CSHOs	2 positions		
Process Safety Management	19 CSHOs	10 positions		
TOTALS	203 nominal CSHOs	56 vacant positions	4 CSHOs in training	5 Retired Annuitants working as CSHOs
Filled and vacant permanent = 259 positions	198.5 field available CSHOs			

Notes:

- Of the 203 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. Therefore, the number of **CSHOs available for field inspections is 198.5 CSHOs.**

- In addition to the 203 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 **56 vacant CSHO positions**. DOSH has a **vacancy rate for CSHO positions of 21.6%** (56 vacancies in 259 positions). There are 24 fewer CSHO positions listed on the February 2022 charts than appeared on the December 2021 list. If those positions were included in February 2022, there would be 80 vacant CSHO positions, for a vacancy rate of 28%.
- 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: both Fremont and Santa Ana have 6 of 12 CSHO positions vacant (50%); and Oakland has 5 of 13 positions vacant (38%). Overall, Region I (San Francisco Bay Area) has a CSHO vacancy rate of 31%.**
- Seven Senior Safety Engineer (SSE) positions are vacant in District Offices in Fresno, Santa Ana, Los Angeles, Modesto, Redding, San Bernardino and Oakland. 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.
- Nine 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 February 2022 as 19,068,200 workers. The 203 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 93,932 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 94,000 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 10.6 CSHOs per million workers.**
- The 203 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 203 field-available CSHO positions also include 4 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, February 1, 2022
EDD: <http://www.labormarketinfo.edd.ca.gov>

Additional Note:

As of February 2022, there are only 22 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 November 2021 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 20 CSHOs
Cantonese-speaking field inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO