

Field Enforcement Inspectors (CSHOs)

Division of Occupational Safety and Health – Cal/OSHA

July 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	30 CSHOs	16 positions	2 CSHOs	1 CSHO
Region II Northern California and Central Valley	32 CSHOs	12 positions	2 CSHOs	
Region III San Diego, Santa Ana, San Bernardino	35 CSHOs	11 positions	1 CSHO	1 CSHO
Region IV Los Angeles, Ventura	38 CSHOs	4 positions		3 CSHOs
District SSEs Reg I through IV	12 SSEs	5 positions		
Region V Mining & Tunneling	9 CSHOs	5 positions		
High Hazard Unit North and South	15 CSHOs	2 positions		
Labor Enforcement Task Force	8 CSHOs	1 position		
Process Safety Management	16 CSHOs	9 positions		
TOTALS	195 nominal CSHOs	65 vacant positions	5 CSHOs in training	5 Retired Annuitants working as CSHOs
Filled and vacant permanent = 260 positions	191.5 field available CSHOs			

Notes:

- Of the 195 filled CSHO positions, there are 12 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 **191.5 CSHOs**.
- There are **65 vacant CSHO positions**. DOSH has a **vacancy rate for CSHO positions of 25%** (65 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. One 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%); and both Oakland and Fresno have 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 July 2022 as 19,239,800 workers. The 191.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 100,468 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 100,000 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 10.0 CSHOs per million workers.**
- The 191.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 191.5 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, July 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 inspector = 1 CSHO
Vietnamese-speaking field inspector = 1 CSHO