

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
July 1, 2023

[Released by DIR on September 5, 2023]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs with Limited Field Time	Retired Annuitant working as CSHOs
Region I SF Bay Area	28 CSHOs	17 positions	2 CSHOs	1 CSHO
Region II Northern California and Central Valley	29 CSHOs	13 positions	2 CSHOs	
Region III San Diego, Santa Ana, San Bernardino	24 CSHOs	22 positions		1 CSHO
Region IV Los Angeles, Ventura	31 CSHOs	14 positions		1 CSHO
District SSEs Reg I through IV (50% field time)	10 SSEs	13 positions		
Region V Mining & Tunneling	9 CSHOs	5 positions		
High Hazard Unit North and South	18 CSHOs			
Labor Enforcement Task Force	11 CSHOs	1 position		
Process Safety Management	15 CSHOs	10 positions		
TOTALS	175 nominal CSHOs	95 vacant positions	4 CSHOs in training	3 Retired Annuitants working as CSHOs
Filled and vacant permanent = 270 positions	171.5 field available CSHOs			

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

Notes:

- Of the 175 filled CSHO positions, there are 10 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 three “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 in July is 171.5 CSHOs.**
- There are **95 vacant CSHO positions.** DOSH has a **vacancy rate for CSHO positions of 35%** (95 vacancies in 270 positions). If the additional 14 vacant CSHO positions not listed on the DOSH Org Chart are included, then there are **109 vacancies and a vacancy rate of 38%.**
- There are three **District Offices without a District Manager** in Fresno, Van Nuys, and the Santa Ana LETF office. The SSE/District Manager position in the Van Nuys Mining & Tunneling (Region 5) is 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.
- **Ten enforcement District Offices have CSHO vacancy rates above 35% --** San Francisco (67%), San Bernardino (62%), Bakersfield (50%), Long Beach (50%), Fremont (45%), San Diego (45%), Van Nuys (45%), Sacramento (42%), and the PSM Refinery and Non-Refinery units are both at 40%. Four District Offices (**American Canyon, Los Angeles, Concord PSM Refinery, and Concord PSM Non-Refinery**) have zero clerical staff, which means CSHOs must spend time doing the admin work.
- Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 38%, Region 2 (Sacramento) has a 48% vacancy rate, and Region 5 (Mining & Tunneling) has a 36% vacancy rate.**
- The California Employment Development Department (EDD) reported the California civilian labor force in July 2023 as 19,421,200 workers. The 175 filled CSHO positions represents an inspector to worker ratio of 1 inspector to 110,978 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 110,000 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 8.8 CSHOs per million workers.**
- The 171.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 171.5 field-available CSHO positions also include four 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, 2023
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

Chart compiled by Garrett Brown, October 9, 2023