

Field Enforcement Inspectors (CSHOs)
Division of Occupational Safety and Health – Cal/OSHA
January 31, 2024

[January 31, 2024, data released by DIR in April 2024]

Enforcement Region	Filled CSHO Positions	Vacant CSHO Positions	CSHOs with Limited Field Time	Retired Annuitant working as CSHOs
Region I SF Bay Area	22 CSHOs	23 positions	1 CSHO	1 CSHO
Region II Northern California and Central Valley	28 CSHOs	14 positions		
Region III San Diego, Santa Ana, San Bernardino	26 CSHOs	24 positions		1 CSHO
Region IV Los Angeles, Ventura	30 CSHOs	15 positions		1 CSHO
District SSEs Reg I through VI (50% field time)	11 SSEs	12 positions		
Region V Mining & Tunneling	8 CSHOs	6 positions		
High Hazard Unit North and South	17 CSHOs	2 positions		
Labor Enforcement Task Force	10 CSHOs	2 positions		
PSM units – Refinery:	6 CSHOs	4 positions		
Non-refinery:	9 CSHOs	6 positions		
Retired Annuitants working as CSHOs	3 CSHOs			
TOTALS Filled and vacant CSHO positions = 278 positions	170 nominal CSHOs 163 field available CSHOs	108 vacant positions	1 CSHO in training	

Notes:

- Of the 170 filled CSHO positions, there are 11 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 on February 1, 2024, is 163 CSHOs.
- There are **108 vacant CSHO positions**. DOSH has a **vacancy rate for CSHO positions of 38.8%** (108 vacancies in 278 positions).
- The January 31st DOSH Organization Chart also noted that there are an additional 11 vacant CSHO positions held in reserve but fully funded by the 2021/22 Budget Change Proposal. If these 11 vacant CSHO positions are included, then there are **119 vacancies and a vacancy rate of 41%** (119 vacancies in 289 positions).
- There are **two District Offices without a District Manager** in Fresno and Monrovia. 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.
- **Three District Offices have zero clerical staff** – Los Angeles, San Diego and Concord PSM – which means CSHOs must spend time doing administrative work.
- **Nine enforcement District Offices have CSHO vacancy rates at or above 40%** -- San Bernardino (69%), Santa Ana (64%), San Francisco (66%), Fremont (64%), American Canyon (54%), Bakersfield (60%), Fresno (42%), Long Beach and Foster (both 40%).
- **Four more District Offices have CSHO vacancy rates between 33% and 40%** -- Los Angeles, Oakland, Sacramento, and Van Nuys.
- Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 51%, Region III (Santa Ana) has a 48% vacancy rate, Mining & Tunneling (Region V) has a 43% vacancy rate, and the PSM unit has a 40% vacancy rate.** Region III has no Region Manager as well as the 48% CSHO vacancy rate.
- The California Employment Development Department (EDD) reported the California civilian labor force in January 2024 as 19,355,800 workers. The 163 filled CSHO positions represents an inspector to worker ratio of 1 inspector to

118,747 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 118,000 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.]

- The DOSH Org Chart indicates that **16 field CSHOs are “bilingual.”** Region II (Central Valley) has no bilingual CSHOs in the field. 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.
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty-four years later, Cal/OSHA has a ratio of 8.4 CSHOs per million workers.**
- The 163 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 163 field-available CSHO positions also include one CSHO who is classified as in training (SET, TAU, T&D, Junior SE) and who technically do not conduct independent inspections alone.

Sources: DIR List of Authorized DOSH Positions, January 31, 2024
EDD: <http://www.labormarketinfo.edd.ca.gov>

Chart compiled by Garrett Brown, April 8, 2024