

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

[October 31, 2023 data released by DIR in January 2024]

<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	27 CSHOs	19 positions	1 CSHO	1 CSHO
<b>Region II</b> Northern California and Central Valley	30 CSHOs	11 positions	1 CSHO	
<b>Region III</b> San Diego, Santa Ana, San Bernardino	25 CSHOs	24 positions		1 CSHO
<b>Region IV</b> Los Angeles, Ventura	31 CSHOs	15 positions		1 CSHO
<b>District SSEs</b> Reg I through VI (50% field time)	11 SSEs	12 positions		
<b>Region V</b> Mining & Tunneling	9 CSHOs	5 positions		
<b>High Hazard Unit</b> North and South	18 CSHOs			
<b>Labor Enforcement Task Force</b>	11 CSHOs	1 position		
<b>PSM units – Refinery:</b>	6 CSHOs	4 positions		
<b>Non-refinery:</b>	9 CSHOs	6 positions		
<b>TOTALS</b> <b>Filled and vacant CSHO positions = 274 positions</b>	<b>177 nominal CSHOs</b> <b>170 field available CSHOs</b>	<b>97 vacant positions</b>	<b>2 CSHOs in training</b>	<b>3 Retired Annuitants working as CSHOs</b>

## Notes:

- Of the 177 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 November 1<sup>st</sup> is 170 CSHOs.
- There are **97 vacant CSHO positions**. DOSH has a **vacancy rate for CSHO positions of 35.5%** (97 vacancies in 274 positions).
- The October 31<sup>st</sup> DOSH Organization Chart also noted that there are an additional 14 vacant CSHO positions held in reserve but fully funded by the 2021/22 Budget Change Proposal. If these 14 vacant CSHO positions not listed on the DOSH Org Chart are included, then there are **111 vacancies and a vacancy rate of 38.5%**.
- There are three **District Offices without a District Manager** in Fresno, Monrovia, 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. The **Los Angeles District Office has zero clerical staff**, which means CSHOs must spend time doing administrative work.
- **Eight enforcement District Offices have CSHO vacancy rates at or above 40%** -- San Francisco (67%), San Bernardino (57%), Bakersfield (50%), Santa Ana (50%), Fremont (45%), Los Angeles (44%), and both the PSM Refinery and Non-Refinery units (40%). Seven more District Offices have CSHO vacancy rates between 33% and 40% -- American Canyon, Foster City, Mining & Tunneling unit, Oakland, Sacramento, San Diego, and Van Nuys.
- Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 41%, Region III (Santa Ana) has a 49% vacancy rate, and the PSM unit has a 40% vacancy rate**. Region III has no Region Manager as well as the 49% CSHO vacancy rate.
- The California Employment Development Department (EDD) reported the California civilian labor force in October 2023 as 19,373,600 workers. The 170 filled CSHO positions represents an inspector to worker ratio of 1 inspector to 113,962 workers. **Cal/OSHA’s inspector to worker ratio of 1 inspector to 113,000 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 8.7 CSHOs per million workers.**
- The 170 field-available CSHO positions are also below the number of California Fish & Game Wardens (approximately 250) currently working in the field.
- The 170 field-available CSHO positions also include three 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, October 31, 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. DOSH has not issued any updated bilingual pay information since March 2023.

Spanish-speaking field inspectors = 14 CSHOs  
Cantonese-speaking field inspectors = 1 CSHO  
Vietnamese-speaking field inspector = 1 CSHO

Chart compiled by Garrett Brown, January 15, 2024