

**Field Enforcement Inspectors (CSHOs)**  
**Division of Occupational Safety and Health – Cal/OSHA**  
**June 2020**

| <b>Enforcement Region</b>                                     | <b>Filled CSHO Positions</b>                                   | <b>Vacant CSHO Positions Listed</b> | <b>CSHOs with Limited Field Time</b> |
|---------------------------------------------------------------|----------------------------------------------------------------|-------------------------------------|--------------------------------------|
| <b>Region I</b><br>SF Bay Area                                | 30 CSHOs<br>[2 SSEs]                                           | 17 positions                        | 2 CSHOs                              |
| <b>Region II</b><br>Northern California<br>and Central Valley | 38 CSHOs<br>[5 SSEs]                                           | 5 positions                         |                                      |
| <b>Region III</b><br>San Diego, Santa Ana,<br>San Bernardino  | 35 CSHOs<br>[4 SSEs]                                           | 13 positions                        | 2 CSHOs                              |
| <b>Region IV</b><br>Los Angeles, Ventura                      | 34 CSHOs<br>[2 SSEs]                                           | 9 positions                         | 1 CSHO                               |
| <b>Region V</b><br>Mining & Tunneling                         | 8 CSHOs                                                        | 3 positions                         | 1 CSHO                               |
| <b>High Hazard Unit</b><br>North and South                    | 17 CSHOs                                                       |                                     | 1 CSHO                               |
| <b>Labor Enforcement Task Force</b>                           | 8 CSHOs                                                        | 1 position                          |                                      |
| <b>Process Safety Management</b>                              | 23 CSHOs                                                       | 4 positions                         | 5 CSHOs                              |
|                                                               |                                                                |                                     |                                      |
| <b>TOTALS</b>                                                 | <b>193 nominal CSHOs</b><br><b>186.5 field available CSHOs</b> | <b>52 vacant positions</b>          | <b>12 CSHOs in training</b>          |
| <b>Filled and vacant = 245 positions</b>                      |                                                                |                                     |                                      |

**Notes:**

- Of the 193 filled CSHO positions, there are 13 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 186.5 CSHOs**.
- There are **52 vacant CSHO positions**. Three Senior Safety Engineer (SSE) positions are vacant in the Oakland, Los Angeles and Monrovia District Offices. 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. Two of the three SSE/District Manager positions in Mining & Tunneling (Region V) are

vacant, as is the M&T training manager position and the Principal Safety Engineer position.

- DOSH has a **vacancy rate for CSHO positions of 21.2%** (52 vacancies in 245 positions). The total number of positions in May 2020 is 245 (filled and vacant) – four less than November 2019 and six less than July 2019.
- There are two Regional Manager vacancies: the Region III Manager in Santa Ana, and the Region VI Manager supervising the High Hazard and LETF units. Because RM positions can only be filled by internal promotion, a current DOSH employee (usually a District Manager) will be promoted and the resulting two vacancies will need to be backfilled.
- There are six District Offices without a District Manager: San Bernardino, Sacramento, Long Beach, LETF/Santa Ana, Santa Ana 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.
- **Some enforcement District Offices are particularly hard hit: Fremont has 7 of 11 CSHO positions vacant (64%); Santa Ana has 6 of 12 positions vacant (50%) and no District Manager; and San Francisco has 3 of 7 positions vacant (43%).**
- Overall, **Region I (San Francisco Bay Area) has a CSHO vacancy rate of 36%**. Region III (San Diego/Santa Ana/San Bernardino) has 3 of 4 District Manager positions vacant and the Regional Manager position is also vacant.
- The California Employment Development Department (EDD) reported the Californian civilian labor force in May 2020 as 18,497,000 workers. The 186.5 field-available filled CSHO positions represents an inspector to worker ratio of 1 inspector to 99,180 workers. **Cal/OSHA's inspector to worker ratio of 1 inspector to 99,000 workers is much less health protective than Washington State's ratio of 1 to 25,000, and Oregon's ratio of 1 to 22,000.** [These non-California ratios were cited in the Department of Industrial Relations' Budget Change Proposal of January 2015.]
- **In 1980, Federal OSHA had a ratio of 14.8 CSHOs per million workers. Forty years later, Cal/OSHA has a ratio of 10.1 CSHOs per million workers.**
- The 186.5 field-available CSHO positions are also below the number of California Fish & Game Wardens (250) currently working in the field.
- The 186.5 field-available CSHO positions also include 12 CSHOs who are in training (SET, TAU, T&D, Junior SE) and usually do not conduct independent inspections alone.
- Each unfilled CSHO position represents \$150,00 annually in salary, benefits and operating costs that were funded under previous and the current state budgets. **Lost DOSH resources due to unfilled CSHO positions between July 2015 and June 2019 totaled more than \$18.4 million.**

Sources: DOSH Organization Chart, June 11, 2020  
EDD: <http://www.labormarketinfo.edd.ca.gov>

**Additional Note:**

As of May 2020, there are only 28 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 May 28, 2020 DOSH Bilingual Pay summary chart for full details.

Spanish-speaking field inspectors = 26 CSHOs  
Cantonese-speaking field inspector = 1 CSHO  
Vietnamese-speaking field inspector = 1 CSHO