

Central Services  
**Joan Araujo**, Director

Engineering Services  
**Anastasia Seims**, Director

Roads & Transportation  
**Anitha Balan**, Director

Water & Sanitation  
**Vacant**, Director

Watershed Protection  
**Vacant**, Director

April 29, 2025

County of Ventura Board of Supervisors

**Subject:**     **Approval for the Public Works Agency Director to Appoint Arne Anselm as Extra-Help Employee to Temporarily Fill a Critically Needed Position Related to the Fox Canyon Ground Water Management Agency and Ventura County Watershed Protection District While Recruitments for Key Positions are Processing; Certify the Nature of Mr. Anselm's Employment and Appointment in Accordance with Government Code Section 7522.56, Subdivision(f)(1)**

**Recommendations:**

It is recommended that your Board:

1. Certify the nature of employment of Arne Anselm as a retired annuitant assisting the Public Works Agency as a Deputy Director and find that his employment as a Deputy Director is necessary to fill a critically needed position before 180 days have passed since his retirement from the County of Ventura in accordance with Government Code section 7522.56 subdivision (f)(1) for the reasons set forth in this letter; and
2. Approve the Public Works Agency Director's appointment of Arne Anselm as a retired annuitant, extra-help Deputy Director for the Public Works Agency to fill a critically needed position with Fox Canyon Ground Water Management Agency and Ventura County Watershed Protection District due to the vacancies of the Executive Officer and Deputy Director positions.

**Fiscal Impact:**

	FY 2024-25	FY 2025-26
Revenues	\$0	\$0
Costs	\$31,866	\$105,583
Total Costs	\$31,866	\$105,583



Funding Source(s): Watershed Protection District and Fox Canyon Ground Water Management

Funding Match Required: No

**Discussion:**

Currently, there are critical positions that are vacant and under recruitment. First, the Executive Officer for Fox Canyon Ground Water Management (GMA) is in recruitment with the assistance of a private recruiting firm. Second, the Public Works Agency's Deputy Director position for the Ventura County Watershed Protection District ("District") is vacant. Mr. Anselm served in both positions and is familiar with the requirements of both. Additionally, the Department Director position for the District is vacant, adding to the need for temporary help with knowledgeable background and management skills. Mr. Anselm's historical background, involvement, and past leadership within the GMA and the District is essential.

The Public Works Agency facilitates the process for staffing for the GMA operations as approved and funded by the independent GMA Board. Mr. Anselm has worked closely with the GMA and staff for many years in all aspects of management of the GMA oversight and responsibilities. He is needed to continue in this role until a new Executive Officer can be found through an ongoing recruitment process. Mr. Anselm, who retired from the County of Ventura on April 25, 2025, held the position of Deputy Director of the District since September 2016.

Additionally, the District manages the Countywide National Pollution Discharge Elimination System Permit, that requires compliance with monitoring streams, channels and receiving waterbodies, as well as implementing best management practices aimed at improving stormwater quality. This permit is in conjunction with all incorporated cities in Ventura County. Mr. Anselm has managed this effort and the ongoing discussions with the State Water Resources Control Board regarding conditions for compliance. Mr. Anselm's ongoing service in this area is critical until key vacancies are filled in the District.

Pursuant to Government Code section 7522.56, County retirees are required to have a separation from service (sit out period) of 180 days between retiring and returning to work for the County, at which time they may work no more than 960 hours per fiscal year. However, Government Code section 7522.56, subdivision (f)(1), allows a retiree to be employed before 180 days have passed if the County certifies the nature of the employment and that "the employment is necessary to fill a critically needed position." Further under section 7522.56(f)(1), the appointment must be approved by the governing body at a public meeting as part of the regular meeting agenda. Given Mr. Anselm's extensive and unique experiences and background with the Public Works Agency and



the GMA, I believe it is critical that we bring him back to temporarily assist the Agency and the GMA. I am grateful for his willingness to do so.

The funds for Mr. Anselm's employment are available within the Fox Canyon Ground Water Management and District budgets. As an extra help employee, he will be paid at the rate no higher than his previous hourly base rate and will not receive any additional benefits or incentives.

I am therefore, requesting your Board action to approve the subject recommendations in this letter allowing Arne Anselm to be appointed as an Extra-Help employee.

**Strategic Plan:**

This item contributes to the Board of Supervisors (Board's) 2024-2027 strategic priority to provide:

- III. Reliable infrastructure and sustainability through
  1. Maintaining and improve dependable public resources to serve the needs of our diverse communities.
  2. Preserving our agricultural land and natural environment while ensuring housing availability for all residents.
  3. Investing in sustainable infrastructure, renewable energy, and preservation of our natural resources.

This item has been reviewed by the County Executive Office, the Auditor-Controller's Office, and County Counsel.

If you have any questions concerning this item, please contact the undersigned at (805) 654-2084.

Sincerely,



Joan Araujo  
Director  
Central Services

