



**DIRECTOR OF FINANCE/  
BUDGET OFFICER  
ROCHELLE, ILLINOIS**

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**MGT**

# DIRECTOR OF FINANCE/BUDGET OFFICER ROCHELLE, ILLINOIS



**SALARY RANGE: \$118,800 - \$166,320 +/- DOQ**

The City of Rochelle, Illinois is seeking a strategic and collaborative finance professional to serve as its next Director of Finance/Budget Officer. Reporting to the City Manager, this key leadership role oversees all financial operations, acts as the Budget Officer and City Treasurer, and advises on utility finance and capital planning efforts in a full-service community known as "The Hub City." This position offers the opportunity to work within a forward-thinking, integrated municipal structure that prioritizes innovation, collaboration, and customer service. With a total budget of approximately \$130 million and a strong reputation for excellence in financial reporting, Rochelle offers an exciting opportunity to lead a team, shape citywide fiscal strategy, and make an impact in a welcoming organization. This position is available due to the upcoming retirement of the incumbent Director of Finance/Budget Officer after twenty years of dedicated service with the City.

MGT (formerly GovHR USA) is pleased to announce the recruitment and selection process for Director of Finance/Budget Officer for the City of Rochelle, Illinois. This brochure provides background information on the City of Rochelle as well as the requirements for the position. Additional information about Rochelle can be found on the City's website: <https://www.cityofrochelle.net/>

Candidates interested in applying for the position should apply online with their résumé and cover letter, along with contact information for five (5) work-related references at [www.GovHRUSA.com](http://www.GovHRUSA.com) by August 13, 2025 for best consideration. The position is open until filled. Questions regarding this opportunity should be directed to the Executive Recruiter working with the City of Rochelle:

MGT (formerly GovHR USA)  
Ashley Eccles, Senior Consultant  
Phone: 847-380-3240, x134





## THE COMMUNITY

Established in 1853, the City of Rochelle is a vibrant and progressive community of approximately 9,500 residents. The City is nestled in the heart of north-central Illinois, just 80 miles west of Chicago and 25 miles south of Rockford. Known historically as the Hub City, Rochelle is uniquely positioned at the intersection of major transportation corridors; I-39 running north-south and I-88 stretching east-west. These highways, along with Illinois Routes 38 and 251, and two major rail lines, make Rochelle a strategic center for commerce, logistics, and regional connectivity. The iconic Lincoln Highway (Route 38), America's first transcontinental highway, runs directly through the City further emphasizing its centrality and historic significance.

Rochelle offers the best of small-town charm with significant economic development assets including its own suite of municipal utilities (electric distribution and generation, water, water reclamation, advanced communications & technology center), a short railroad, a landfill, an 18-hole Fairways Golf Course, and a municipal airport. Despite its convenient location and robust infrastructure, Rochelle maintains its welcoming small-town character while offering a full range of big-city amenities and services. Its quality of life is enhanced by a strong park system, dynamic community events, and engaged residents who work together to support growth and opportunity. With a diverse population and land area of nearly 13 square miles, Rochelle ranks in the upper quartile for diversity among Illinois municipalities, adding to its rich cultural fabric and inclusive environment.

## ROCHELLE AT-A-GLANCE\*

**Established:** 1853

**Population:** 9,446

**Land Area:** 13.1 square miles

**Counties:** Ogle & Lee

**Median Home Value:** \$153,000

**Median Household Income (in 2023 dollars):** \$63,373

**Households:** 4,175

### **Rochelle Racial Makeup:**

White (Non-Hispanic): 64.9%, Hispanic or Latino (of any race): 28.0%, Black: 4.0%, Asian: 0.8%, Native American: 1.2%

*\* Source: US Census Bureau Quick Facts*

## THE COMMUNITY (continued)

Rochelle's history is both colorful and compelling. Originally known as Hickory Grove, the community was briefly named "Lane" before adopting its current name in 1866. The Flagg Township Historical Museum, located in the historic 1884 City Hall (a site on the National Register of Historic Places), preserves the stories of Rochelle's early days and continued evolution. The city was also the childhood home of Oscar-nominated actress Joan Allen, adding a touch of Hollywood to Rochelle's local pride.

Today, Rochelle thrives as a center for transportation, logistics, and industry. The community's extensive infrastructure includes dual rail access through the City Industrial Rail (CIR), connecting to both the Union Pacific and Burlington Northern Santa Fe mainlines. This unique setup enables businesses in Rochelle to reach over 80 million people across 15 states and into Canada within a 24-hour period. The city has also invested heavily in broadband infrastructure, making it a leader in high-speed fiber connectivity and digital readiness.

Rochelle's economy continues to expand, bolstered by steady industrial, commercial, and retail growth. The city is home to a state-of-the-art hydroponic greenhouse that supplies fresh produce (e.g. lettuce, kale, and tomatoes) to major grocers across the Midwest. Its role in the growing cold storage and intermodal logistics sectors positions Rochelle as future-forward in the regional economy, influenced by both the Chicago and Rockford metropolitan markets.

Beyond business, Rochelle offers a rich quality of life. Residents and visitors alike enjoy a variety of cultural and recreational attractions, including the Rail Fan Park, which draws thousands of rail enthusiasts annually to watch trains pass through the famous diamond crossing. Annual community events such as Memorial Day and Fourth of July celebrations, Heritage Festival, Railroad Days, the Hispanic Festival, and seasonal Farmers Markets bring people together for family fun, entertainment, and shared tradition.

With a proud past and thriving present, the City of Rochelle continues to be a caring, innovative, and forward-thinking community. The City offers exciting opportunities for public service and professional growth.





## CITY GOVERNMENT

The City of Rochelle employs over 180 full and part-time employees throughout City Hall, the Fire and Police Departments, the Rochelle Municipal Utilities Divisions, the Public Works Department, Utility Billing, Golf Course, Municipal Airport, and the Engineering Division. Rochelle is a professionally managed non-home rule municipality that adopted the Council-Manager form of City government thirty years ago. Rochelle is governed by a Council composed of the Mayor and six City council members elected at large to staggered four-year terms.

The City Manager professionally oversees day-to-day municipal operations; the current City Manager was appointed in 2017. Reporting directly to the City Manager, the Director of Finance/Budget Officer serves as a key member of the City's leadership team and a trusted advisor on all financial matters. This role oversees the City's Finance Department and acts as Treasurer for both the Fire and Police Pension Funds. The Director also serves as an advisor to the Utility Billing Department and works closely with a team of 13 department heads on budgeting, capital improvement plans, and other strategic initiatives.

[Rochelle Municipal Utilities](#) (RMU) is a unique, community-owned utility that plays a critical role in the City's economic vitality and quality of life. Serving approximately 8,000 customers, RMU provides electric, water, wastewater, and advanced fiber services to the City of Rochelle and surrounding areas. With a legacy dating back over 125 years,

RMU is known for its reliable service, local control, and commitment to reinvesting in infrastructure that supports both residents and industrial growth. Unlike many municipal utilities, RMU owns and operates its own electric generation facilities and distribution system which allows for greater energy independence, competitive rates, and customized solutions for large-scale commercial and industrial users. The utility's fiber division also positions Rochelle as a regional leader in broadband connectivity, helping attract and retain high-tech employers.

City departments include Electric Distribution, Utility Billing/Customer Service, Water, Water Reclamation, Advanced Communications, Community Development, Engineering, Economic Development, City of Rochelle Railroad (CRRR), Municipal Airport/Koritz Field, Fairways Public Golf Course, Office of the City Clerk, Administrative Services, Police, Fire, and Public Works, Cemetery, Solid Waste, City Manager, and Tourism.

Department Heads are very supportive of one another; the key to their success is the shared sense of collaboration and supporting the community-focused atmosphere in the City. City employees are considered an asset to the community and the organization. They are known for their excellence and commitment to high-quality and efficient services that are responsive to the community's diverse and ever-changing needs.

## ORGANIZATIONAL CULTURE

At the City of Rochelle, our culture is rooted in a shared commitment to building a vibrant community where all can thrive. Guided by our vision and mission, we work together to create a safe, connected, and innovative city through personalized, professional, and impartial services. We believe that culture is not just what we say – it's what we do every day. Our employees reflect the spirit of public service through integrity, accountability, and a proactive approach to meeting the needs of our residents and businesses.

- **A Culture of Inclusion & Respect:** We value the cultural and social diversity that defines our community and we welcome new perspectives. As individuals, we strive to be respectful, compassionate, and ethical, treating each other and the public with dignity and fairness.
- **A Culture of Service:** Service excellence is at the heart of everything we do. We empower our staff to use independent judgment, solve problems, and deliver services in ways that are proactive, reliable, efficient, and professional. Continuous learning and growth are strongly supported to ensure we keep pace with the evolving needs of our community.
- **A Culture of Collaboration & Growth:** We embrace strategic partnerships with businesses, elected officials, and regional organizations to support sustainable economic growth. We are committed to being a capable, business-friendly, and intentional partner in development.
- **A Culture of Stewardship:** Our residents trust us to be responsible stewards of public funds and resources. We take this responsibility seriously and operate with transparency, accountability, and fiscal stability. Every decision is anchored in a secure and forward-thinking strategic plan.
- **A Culture of Innovation & Stability:** Our infrastructure services are more than maintenance – they're an investment in the future. We seek local, affordable, and sustainable solutions that improve our community while maintaining fiscal and environmental responsibility.



## THE FINANCE DEPARTMENT

The City of Rochelle has a total budget of approximately \$130 million, including a \$15 million General Fund and several enterprise funds, four active TIF districts, and internal service funds. The City operates on a calendar-year fiscal cycle, running from January 1 through December 31. The City has earned the GFOA Distinguished Budget Presentation Award for the past six consecutive years, and received the Certificate of Achievement for Excellence in Financial Reporting for ten consecutive years, underscoring its commitment to transparency and excellence. In 2023, the City achieved an upgraded bond rating of 'AA-' from an 'A+' from Standard & Poor's.

The Finance Department has four full-time authorized positions, including two (2) Payroll & Accounting Generalists and (1) Deputy Director of Finance. The Administrative Services budget, which houses the Finance Department and Human Resources, has a \$1.7 million operating budget. The incoming Director will have the opportunity to drive process improvements, provide mentorship to newer team members within the department, and support major projects. The City's philosophy is to provide exemplary customer service with the Finance Department being a key component of that service delivery.

## POSITION IN BRIEF

This position is ideal for a forward-thinking leader with experience in municipal finance grounded in an understanding of accounting and an ability to maintain smooth operations. Success in this role will require strong leadership, a collaborative approach, and a genuine curiosity for continuous learning.

Primary position responsibilities include, but are not limited to:

- Manage all fiscal operations of the City including accounting and financial reporting, investments and debt, budget and audit preparation, tax levies, back-end of payroll administration, pension funds, grant management, and purchasing.
- Lead, manage, and develop Finance Department operations and staff. Foster a culture of accountability, innovation, and customer service throughout the department.
- Provide comprehensive financial analysis and guidance to the City Manager, City Council, and department heads.
- Working with the City Manager, oversees the preparation and administration of the City's annual budget and coordinate long-term financial planning and forecasts. Ensure the budget is balanced and conforms to the City's financial policies. Prepare revenue and expenditure projections to be used in long-term financial forecasts.
- Manage annual audit process and ensure compliance with national and state financial regulations.
- Financially monitor the City's four active Tax Increment Finance (TIF) Districts and corresponding capital programs in collaboration with the City's consulting firm. The position is actively involved in the oversight and issuance of TIF Notes and General Obligation Bonds to further the City's economic development plans and capital improvements.
- Oversee investment management, debt issuance and service, and pension fund administration in partnership with Lauterbach & Amen.
- Advise on utility finance matters and support financing for economic development initiatives.
- Participates with the leadership team in negotiations with four collective bargaining units, including for the Fire Department, Police Department, Utilities, and Public Works.

## CHALLENGES AND OPPORTUNITIES

In addition to the responsibilities described above, the next Director of Finance/Budget Officer can expect to work closely with the City Manager and staff on the following topics:

- **Leadership** – The new Director should provide leadership and professional development opportunities to recently onboarded team members in the Finance Department. The Director should set an example in demonstrating how to fulfill and streamline day-to-day operations, provide cross-training opportunities, and meet strong customer service expectations.
- **Policy Management** – Implement and maintain City-wide fiscal policies, documenting procedures to enhance financial operations, ensure compliance, and drive overall efficiency. This includes analyzing current financial processes, identifying areas for improvement, and applying best practices in budgeting, accounting, procurement, and financial reporting. By maintaining clear, consistent, and transparent financial policies, the Director of Finance/Budget Officer strengthens internal controls, promotes accountability, and supports the City's long-term fiscal stability.
- **Utility Rate Studies** – Participate in Utility Rate Studies, analyzing the City's electric, water and sewer revenues, expenditures, and infrastructure needs to ensure a financially sustainable and equitable rate structure. This process includes evaluating usage trends, projecting future costs, assessing capital improvement funding needs, and benchmarking against comparable communities.
- **Technology** – Ensure the municipal accounting system is administered in accordance with generally accepted accounting principles.



## EDUCATION AND EXPERIENCE REQUIREMENTS

The successful candidate will have:

- A bachelor's degree in accounting, finance, business, public administration or a related field from an accredited institution is required. A master's degree is a plus.
- A minimum of five years of experience of progressively responsible financial administration is required. A strong understanding of governmental accounting standards, budgetary systems, utility finance, and financial reporting is highly preferred.
- Supervisory experience is desirable.
- Experience with municipal financial software systems is highly preferred.
- Skilled in communication and able to build effective relationships with elected officials, staff, and community stakeholders.
- Commitment to fostering innovation, efficiency, and a positive workplace culture.

## THE IDEAL CANDIDATE

In addition to the requirements listed above, the City is seeking candidates with the following traits:

- Demonstrates a positive, forward-thinking leadership style with proven experience in employee supervision.
- Be "easily accessible" and approachable as the City's top financial officer; demonstrate flexibility when appropriate in the examination of budget and financial issues.
- Possesses in-depth knowledge of Illinois governmental accounting and finance laws including generally accepted accounting principles (GAAP), along with strong fund accounting experience.
- Has experience in the issuance of debt instruments for capital improvements and evaluating the implications of development incentive agreements and TIF funding arrangements.
- Committed to transparent, open, and ethical governance, fostering trust with elected officials, staff, and the community.
- Able to assess financial decisions with a long-term perspective, ensuring fiscal sustainability and strategic planning.
- A collaborative problem-solver with a growth mindset, willing to assist the City in navigating financial challenges and operational questions.
- Exceptional presentation and public speaking skills, capable of effectively communicating complex financial data to various stakeholders.
- A hands-on, team-oriented professional who is willing to take initiative and contribute wherever needed to support City operations.
- Continuously seeks improvement and innovation, proactively leading the adoption of new technologies and processes to enhance efficiency and service delivery.
- Regularly demonstrate good listening skills, patience and a willingness to work out financial and budgeting challenges in a collegial, respectful manner.
- Maintain composure, especially in situations with competing time demands, providing thoughtful guidance to staff and consultants.
- Be an effective delegator, allowing latitude to staff to carry out their responsibilities independently while remaining knowledgeable and accountable for City financial operations.
- Be an articulate and effective communicator, both orally and in writing; be thoroughly knowledgeable about the City's financial condition at all times.

## COMPENSATION AND BENEFITS

The salary range is \$118,800 - \$166,320 +/- DOQ. The City offers a flexible hybrid work arrangement after an initial probationary period, a competitive benefit package, including medical, vision, dental and complimentary \$50,000 life insurance, membership in the Illinois Municipal Retirement Fund (IMRF), wellness memberships & discounts, comprehensive Employee Assistance Program (EAP), optional 457(b) deferred compensation plan and Roth IRA plans, four weeks of accrued vacation, 1 week of personal time, 97.5 hours of accrued sick time per year, and 13 annual holidays. Residency is not required.

## HOW TO APPLY

Apply online at [www.GovHRjobs.com](http://www.GovHRjobs.com) with a resume, cover letter and contact information for five professional references by August 13, 2025 for best consideration. This position is open until filled. Confidential inquiries may be directed to Ashley Eccles, Senior Consultant, MGT, at Tel: 847-380-3240 x134.

The City of Rochelle is an Equal Opportunity Employer.



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