



UPDATED SALARY AND BENEFITS

The City of Needles
is looking for its next

FINANCE DIRECTOR

The City of Needles is seeking a team-oriented individual with municipal experience to be its next Finance Director. If you are a finance professional who is ready to be a hands-on leader in a fantastic City, this is the position for you.

This is a transformative time for Needles. As Finance Director, you will play a pivotal role in shaping the City's financial future amid major investments in infrastructure, economic development and long-term planning. Needles continues to foster a business-friendly environment that attracts investment and drives growth.

Explore the possibilities and join us in shaping the next chapter of Needles' story!

Learn more within.



ABOUT THE CITY OF NEEDLES

Nestled along the Colorado River, Needles, California, blends small-town charm with big opportunities. Known for its vibrant community spirit, enhanced public spaces and thriving economy, Needles is the ideal place to live, work and play.

A City on the Rise

Needles is on an upward trajectory, fueled by economic expansion and infrastructure investment. The City's business-friendly policies have attracted over \$100 million in new developments across hospitality, retail and cannabis. The cannabis industry alone generates \$4 million in annual tax revenue—reinvested into modernizing roads, water systems and community spaces.

Recent developments include the Hampton Inn & Suites, which boosts tourism and new housing projects along the Colorado River that support population growth. With a streamlined permitting process and strong partnerships with regional and federal agencies, Needles continues to cultivate a business-friendly environment where investment and innovation thrive. This is exemplified by Needles' recognition as the first rural city to receive the California Department of Housing and Community Development's Prohousing Designation, positioning the City as a leader in housing development.

Enhancing Quality of Life

The Needles City Council is investing in infrastructure, recognized by the American Public Works Association (APWA) for its innovative strategies and revitalized public spaces to make the city a safe, family-friendly destination. Through its 15-Year Pavement Management Plan, the City has already rehabilitated 39% of its road network, with \$8.5 million invested since 2020.

Recent park improvements reflect the City Council's commitment to enhancing livability. Duke Watkins Park recently underwent a \$3.96 million renovation, now featuring a Route 66-themed splash pad and a bike pump track. The Marilyn Hohstadt Mathews Walking Trail in Jack Smith Park was upgraded with new fitness stations and the Rodeo Grounds received critical enhancements to better support community events. In total, more than \$7 million has been invested in modernizing local parks and gathering spaces.

Needles received the Clean California Community Designation, recognizing its leadership in beautification and clean-up efforts. Together, these investments are revitalizing public spaces, strengthening community pride and creating an environment where residents and visitors can thrive.

As a gateway to outdoor adventure, Needles offers weekends filled with boating, water skiing or fishing along the scenic Colorado River. Embrace nature at its best with a visit to the nearby Havasu National Wildlife Refuge, perfect for hiking, birdwatching or a relaxing riverside picnic. In Needles, work-life balance comes with sunshine and endless recreation.

Community Engagement at its Core

Needles fosters a close-knit, inclusive community with programs and events for all ages. Upgraded public parks, expanded recreational programs and strong collaboration with the Needles Unified School District—which boasts a 100% graduation rate—create a supportive environment for families.

Whether you're exploring career opportunities, seeking a supportive community or planning your next adventure, Needles, California is ready to welcome you.

About the Finance Department

The Finance Department is responsible for the overall financial management of the City. It supports the internal and administrative functions of all operating departments while also meeting the direct service needs of residents and businesses.

In recent years, the Department has led key financial initiatives, including the adoption of multi-year capital improvement plans, implementation of internal service funds and oversight of grant funding. The team plays a vital role in advancing infrastructure investments and ensuring the City's long-term fiscal sustainability.



FY 2025/2026 Adopted Budget

Learn more about the Finance Department here:
www.CityOfNeedles.com/Departments/Finance

LIVE

- **Affordable living:** The cost of living in Needles is among the lowest in California, making homeownership and everyday life more accessible than in nearby metro areas.
- **Family-oriented community:** A safe, small-town atmosphere where neighbors look out for one another and families thrive.
- **Sunshine & scenery:** Enjoy 365 days of sunshine in a desert climate framed by the Colorado River and nearby mountain ranges.
- **Education & youth programs:** Needles Unified School District boasts a 100% graduation rate, supported by strong youth sports, recreation and extracurricular opportunities.

Compared to metro peers in California, Needles offers significantly lower housing and everyday expenses. This affordability, paired with unmatched recreation and community spirit, makes Needles a uniquely desirable place to live, work and play.

By the Numbers

(Sourced from Datausa.io):



NEEDLES

Median Home Value

\$134,400

Median Household Income

\$39,876

LOS ANGELES COUNTY

Median Home Value

\$783,300

Median Household Income:

\$87,760

PHOENIX

Median Home Value

\$381,900

Median Household Income

\$77,041

LAS VEGAS

Median Home Value

\$395,300

Median Household Income:

\$70,723

Houses for Sale



\$179,000

3 beds 2 baths 840 sqft



\$199,000

4 beds 3 baths 1,620 sqft



\$624,900

4 beds 3 baths 2,579 sqft

Play

Outdoor adventure: The only city in California with an Off-Highway Vehicle law, Needles embraces boating, jet skiing, off-roading, hiking, biking, hunting, golf and aquatics programs.

Cultural landmarks: Celebrate Needles' Route 66 heritage, historic El Garces, Red Dog, Rainbo Café, 19th Hole Bar & Grille and local rodeo traditions.

Community life: A welcoming calendar of festivals, events, and RV resort gatherings builds strong community connections.

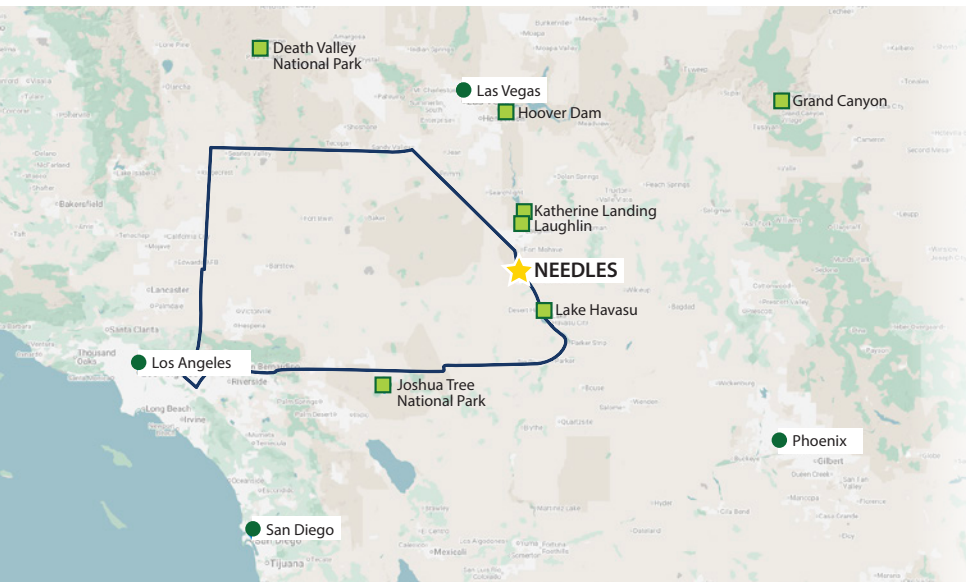
Regional access: Just a short drive from Las Vegas, Laughlin, Lake Havasu and the Grand Canyon, Needles puts endless destinations within easy reach.

Work

Business-friendly environment: Low business and utility costs make Needles attractive for investment and growth.

Connected location: Served by I-40, BNSF Railway, Needles Airport, and Amtrak's Southwest Chief, the city is a regional hub for commerce and travel.

Pro-growth leadership: The City Council is committed to streamlined permitting and fostering new business opportunities.



THE ROLE: FINANCE DIRECTOR

The Finance Director is a hands-on leader who oversees the full scope of the City's financial operations, including budgeting, forecasting, accounting, utility billing, risk management and long-term financial planning. This role is responsible for maintaining the City's fiscal health while helping guide strategic investments that support Needles' ongoing growth.

Reporting directly to the City Manager, the Finance Director develops and implements policies and practices that ensure transparency, compliance and operational efficiency. The Director also collaborates closely with other departments, providing financial insight that helps shape citywide decisions and priorities.

About The Ideal Candidate

The ideal candidate will bring a wealth of municipal finance experience and demonstrate expertise in managing complex budgets, accounting and financial systems. This individual is ready to step into a leadership role that not only ensures the City's fiscal health but also advances its strategic goals.

The ideal candidate brings the following:

- **Municipal Finance Expertise:** A strong background in municipal finance, including experience with two-year budgets, internal service funds, cost allocations and financial forecasting
- **Budget Development and Oversight:** Proven ability to develop and manage complex multi-year budgets using advanced financial systems and performance-based tools.
- **Leadership and Team Management:** A seasoned leader who can effectively manage and mentor a team. The candidate will also oversee capital projects and human resources functions.
- **System Implementation Experience:** Experience leading financial system implementations and process improvements to enhance accuracy, efficiency and transparency.
- **Grant and Audit Knowledge:** Strong understanding of grant finances, disbursements and single audit requirements, ensuring compliance and effective management of external funding.
- **Visionary Thinking:** A forward-looking individual who understands forecasting and can advise the City Council, City Manager and executive team on spending strategies to achieve long-term objectives and capital improvements.
- **Collaborative Communication:** An effective communicator who can present financial information clearly to elected officials, staff and the community

The ideal candidate is a motivated and innovative leader who is ready to take ownership of the City's financial future, ensuring it remains on a path of sustainability and growth. They thrive in a collaborative, hands-on environment and are committed to being an integral part of the community.

Qualifications

- Bachelor's degree from an accredited four-year college or university in public administration, business administration, finance, accounting or related field.
- A minimum of five (5) years of full-time senior/executive management experience in finance administration in a government environment.
- Certified Public Accountant (CPA) highly desired.

[SEE THE FULL JOB DESCRIPTION HERE](#)



UPDATED SALARY & BENEFITS

The salary range for the Finance Director position is \$128,673 – \$164,237.

- **City-Sponsored Benefits:** The City covers more than half of employee benefit costs.
- **Work-Life Balance:** The City of Needles prioritizes a healthy work-life balance with flexible scheduling when feasible.
- **Retirement:** CalPERS with 2% at 62 formula with a total combined rate of 15.62%. Employees are also able to enroll in an Empower 457B Deferred Compensation Plan.
- **Employer Paid Insurance:**
 - Life insurance (up to \$200K for employees, \$50K for spouses and \$10K for dependents).
 - Short- and long-term disability insurance.
 - Health, Dental and Vision: Employees receive a Blue Shield of CA PPO plan, Delta Dental PPO and VSP Vision coverage.
- **Time Off:** 13 paid holidays per year, plus family, bereavement, jury duty, witness and sick leave.
- **Perks & Allowances:**
 - **NEW** Vacation and sick leave are credited at the start of employment—no waiting period.
 - **NEW** Utility allowance (up to \$50/month).
 - Travel allowance.
 - Educational financial assistance.
 - Employee Assistance Program.
 - Discounted golf at Rivers Edge Golf Course (\$5 per round).

\$5,000 signing bonus during the first year.

How to Apply

To be considered for this position, please submit your resume and cover letter to Christine Martin at Talent@TripepiSmith.com. **This position is open until filled, with the first review on October 8, 2025.**

After the submission deadline, candidates will be screened for qualifications. If you require additional information or have questions, please contact Christine Martin at 949-993-6531.



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