



**CAPITAL
STRATEGIC
SOLUTIONS**

A Certified WBE/DBE/SBPP Business Enterprise

Monthly Newsletter

MAY 2024

Proudly Serving Communities Throughout New England!

Updated: May 13, 2024 **SHOP TALK**

**Q&A: Marlborough firm
helps communities
spend their ARPA money**



**CAPITAL
STRATEGIC
SOLUTIONS**

A Women-owned Business Enterprise

**Capital Strategic
Solutions featured
in Worcester
Business Journal**



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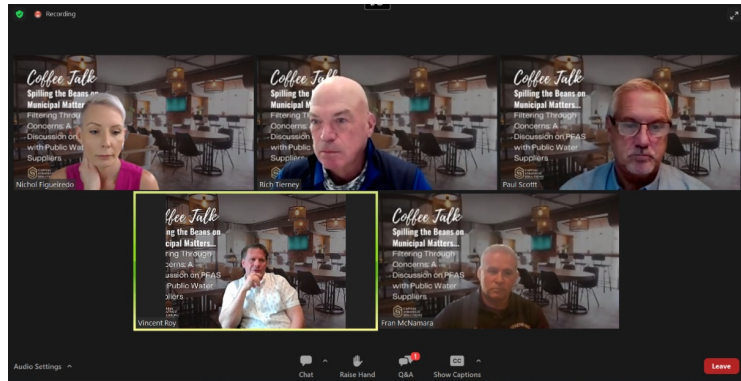
Capital Strategic Solutions is honored to recently be featured by the Worcester

Business Journal in their Shop Talk section. The Q&A format focused on CSS's ARPA support for multiple municipalities in the region. The article features CEO Nichol Figueredo and Chief Development Officer Jennifer Thompson in a candid discussion about their passion for their work and their support of one another from the inception of their kitchen-table idea to their now 26-strong and growing company delivering municipal support services throughout the northeast.

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Capital Strategic Solutions Webinar “Filtering Through Concerns: A Coffee Talk on PFAS with Public Water Suppliers” Replay Now Available

“Filtering Through Concerns: A Coffee Talk on PFAS with Public Water Suppliers,” is now available for re-play on the Capital Strategic Solutions’ YouTube channel. This informal discussion brought together three esteemed Massachusetts public water suppliers, each navigating the complexities of per- and polyfluoroalkyl substances (PFAS) management within their unique systems.



The panel included:

Paul Scott, Senior Project Manager and Retired Public Works Director, CSS
Vincent Roy, Executive Director, Sudbury Water District
Fran McNamara, Superintendent, Lunenburg Water District
Rich Tierney, Operations Manager, Easton Water Division

The group explored multiple topics related to the EPA’s new PFAS standard and discussed issues that concern municipal and district-based water systems throughout the northeast, including PFAS management plans and processes, funding and treatment costs, and addressed the nuances among their various water supply systems. The panel also answered many questions from participants, including multiple public water suppliers from across the region. To view the webinar replay on the Capital Strategic Solutions YouTube channel, [click here](#).

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Getting Ahead of Challenges by Engaging Your Administration Effectively & Efficiently, a Capital Strategic Solutions Live Lunch n' Learn Webinar on June 6

Join Capital Strategic Solutions on **June 6, at 1 p.m. EDT**, for our first live, free Lunch n' Learn webinar.

Our distinguished speaker, William “Bill” Keegan, Senior Project Manager at Capital Strategic Solutions and former Town Manager, will be sharing his invaluable insights about “Getting Ahead of Challenges by Engaging Your Administration Effectively and Efficiently.”

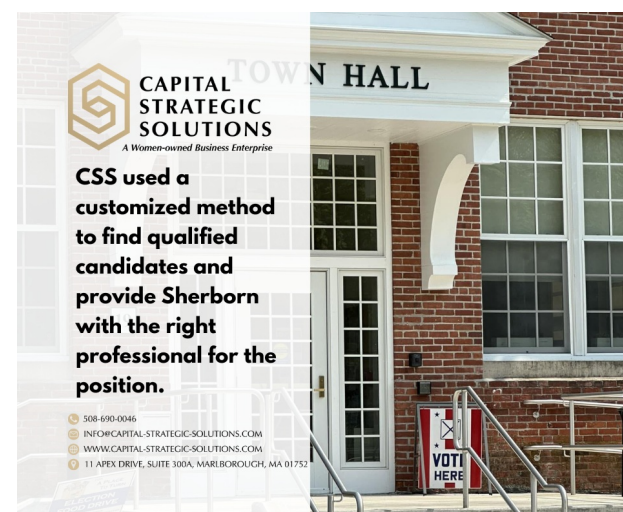
Bill brings a wealth of knowledge from his experience in municipal leadership and project management. During this hour-long session, Bill guides attendees through the keys to effective collaboration, emphasizing the importance of coming to the table not only with challenges but also with potential solutions. His practical advice empowers municipal managers to be champions for their departments and effectively advocate for their teams while maintaining strong relationships with local government leaders.

Register in advance for this free, live Zoom webinar at: https://us02web.zoom.us/webinar/register/WN_WK4PtUT8RueivEezgsaniA

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Project Spotlight: Recruitment of a Public Health Administrator for the Town of Sherborn

Capital Strategic Solutions had the pleasure of assisting the Town of



Sherborn with the recruitment of its next Public Health Administrator. At a time when recruiting qualified municipal leaders has become a significant challenge, the Town asked us to use every means necessary to attract the most desirable candidates for this critical position.

Located in the heart of Metrowest, the Town of Sherborn is a well-managed municipality that offers highly competitive benefits coupled with opportunities and experiences that are unique to working in a small town. The Town's Public Health Administrator plays a vital role in the community as they help to guide Sherborn's efforts in safeguarding and improving public health.

Given the highly competitive nature of recruiting in the public sector, CSS chose to use a customized and aggressive advertising, outreach and recruitment strategy to garner the attention of as many qualified applicants as possible. After completing a wage and compensation study of the Health Department, CSS worked with the town to craft a customized recruitment advertisement that focused on the benefits of working in Sherborn and highlighted the positive attributes it has as a municipal employer.

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Promotion News: Clara DeCarvalho Promoted to Project Manager

Capital Strategic Solutions is excited to announce the internal promotion of Clara DeCarvalho to Project Manager. This promotion is a testament to her dedication, hard work, and outstanding contributions to our team and the company as a whole. Clara has consistently demonstrated exceptional skills in supporting our internal processes, external support to our clients, marketing, social media management, and many other facets of her work. Through her proactive approach to projects and her ability to collaborate well with the team, she has not only achieved the individual goals set for her, but also played a significant role in the success of our team.



In her new role as Project Manager, Clara will continue with some existing responsibilities, support Senior Project Managers, and also expand her portfolio to include direct client services and management of key projects taken on by the Company.

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Municipal Partner Positions Available

Town of Medfield Seeking Innovative, Experienced Wastewater Chief Operator

Are you looking to fill a vital role on a collaborative and supportive team? Would you like to work for a town that appreciates and values its public workers? The Town of Medfield is searching for a Chief Operator for its Wastewater Treatment Plant. As a critical member of the Department of Public Works team, the Wastewater Treatment Plant Chief Operator oversees the town's wastewater treatment operations, ensuring the health and safety of our environment and residents. As the guardian of our wastewater system, you will lead the efforts to uphold the Town's legacy of clean water and sustainable living.

If you are interested in joining a workforce where your role is essential and you are part of a supportive and collaborative team that values every member, then Medfield might be the perfect fit for you. In addition to excellent pay and health benefits, Medfield also offers a stable public retirement plan and competitive leave policies.

If you feel that you meet the qualifications and are interested in being the town's next Chief Operator, we would love to hear from you!

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Town of Clinton MA Seeking Dedicated, Experienced Treasurer/Collector

Are you an experienced and motivated professional looking to help build and develop an organization as part of a supportive and welcoming team? Would you like to work with positive like-minded professionals that have made a solid commitment to excellence and are dedicated to making a difference in a community? Do you know someone who possesses these qualities and is looking for a new opportunity?

The Town of Clinton is searching for a Treasurer/Collector to lead a team of highly dedicated and experienced staff as they build and shape the future of a growing department and Town. As a member of the Town's Senior Leadership Team, this position will work closely with collaborative professionals in an organization known for its dedication to the community of Clinton. The position also has a tremendous support system with an office staffed by a highly qualified Deputy Treasurer/Collector and two incredibly dedicated and talented Assistant Treasurer/Collectors.

A full detailed job description can be found at <https://clintonma.gov/jobs.aspx>. Interested candidates should submit a resume and cover letter to clinton@capital-strategic-solutions.com.

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State of Massachusetts Bridge Academy Training Reimbursement Grant Applications Open Through June 30

Massachusetts communities that have had one or more police officers complete the Bridge Academy Training Program are eligible to submit for reimbursement a portion of the costs of having an officer become trained. The total amount available this year is \$3,000 per officer.

Officers must complete four courses, including firearms training, defensive tactics training, emergency vehicle operator training and online curriculum and testing.

Applications for reimbursement will be accepted on a rolling basis until **June 30, 2024**, however there are limited funds available, so towns are urged to apply as soon as their officers have completed the necessary training.

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Massachusetts Office of Travel and Tourism Accepting Applications for Destination Development Capital Grant

Funding

The Massachusetts Office of Travel and Tourism is now accepting applications for the **Destination Development Capital grant**, which awards up to \$6 million to selected communities whose projects will enhance tourism resources and infrastructure and will aid in climate resiliency. The grant is focused on capital improvements with a direct relationship to tourism, and other physical/structural items with a greater than five-year lifespan. Projects with a presence in a designated cultural district, locations within rural communities, and a nexus with commemorations of the 250th anniversary of American Independence may receive priority consideration.

The application deadline is 3 p.m., on Friday, May 31, 2024.

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DOJ Announces COPS Hiring Program Grants

The U.S. Department of Justice is providing grant funding for its FY24 **COPS Hiring Program**. The grant funds are directly available to law enforcement agencies to hire additional career law enforcement officers, enabling municipalities to increase their community policing capacity and crime prevention efforts.

Interested applicants must submit their application in a two-step process after getting a required Unique Entity Identifier (UEI), which can be obtained by visiting the **Sam.gov website**. Applicants will then need to submit a SF-424 and a SF-LLL form to the **Grants.gov website** by Thursday, June 6, 2024. The full application deadline including attachments is due Wednesday, June 12, 2024, at **JustGrants**.

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EPA Designates Two PFAS as Hazardous Substances Under Superfund Law

About Us...



Capital Strategic Solutions (CSS) is a Massachusetts-based certified woman-owned, disadvantaged business enterprise comprised of municipal experts. We deliver creative and cost-effective services that maximize success while minimizing risk for our clients. We have hands-on experience that allows us to formulate and implement strategies tailored to the communities we serve. We specialize in public administration and municipal finance, human resources and policy development, emergency management services and public safety, public works and infrastructure operations, public relations and community engagement, project management and oversight, grant writing and administration, and public management and support services.

[Visit our Website](#)

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