



**CAPITAL
STRATEGIC
SOLUTIONS**

A Certified WBE/DBE/SBPP Business Enterprise

Monthly Newsletter

JULY 2024

Proudly Serving Communities Throughout New England!



MUNICIPAL WORKFORCE ON WHEELS

**Bridging the Gap with
Capital Strategic Solutions’
Municipal Workforce on Wheels**

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For municipal employers facing tough budget choices and, even worse, making the difficult decision to lay off employees, Capital Strategic Solutions (CSS) offers multiple essential services to help maintain community support through its innovative “Municipal Workforce on Wheels” program.

A Flexible, Efficient, and Cost-Effective Solution

CSS provides a flexible, efficient, and cost-effective solution for municipalities grappling with modern governance complexities during these challenging times. By bridging the gap between the needs of a municipality and its capacity to meet those needs, CSS acts as a scalable, cost-effective extension of the municipal workforce, offering expert assistance whenever and wherever it is needed.

A Tailored Approach to Municipal Support

CSS’s tailored approach sets it apart, offering customized solutions designed to fit the specific needs of each community. Whether it’s temporary staffing in administrative positions to financial planning at the administration level, CSS offers critical support to keep your priorities moving forward. We’re also available to help during emergencies and have a team of experienced professionals equipped to handle a wide range of scenarios and tasks.

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Project Spotlight: Town of Holbrook Interim Department of Public Works Superintendent



Capital Strategic Solutions (CSS) was engaged to provide management services to the Town of Holbrook's Department of Public Works (DPW) in April 2024 while a search was underway for a new Director/Superintendent.

CSS Senior Project Manager and former Director of Water and Sewer John Deluca has been providing necessary management services to fill the vacancy and keep the DPW's operations running smoothly.

"John has been instrumental in taking pressure off of our staff, providing direction, and prioritizing the daily workflow. Additionally, he assisted me with navigating state procurement laws for a vehicle purchase and was able to expend approved grant funding for a park renovation before the end of the fiscal year. Holbrook like many other communities is experiencing multiple vacancies in important roles and John's presence has provided us with much needed stability." **Anne Mahoney, Assistant Town Manager, Town of Holbrook**

Holbrook has been without a DPW Director/Superintendent for nine months, affecting deadlines and contractor scheduling for major infrastructure projects.

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Service Spotlight: The Importance of an Experienced Owner's Project Manager: How Capital Strategic Solutions Can Fill This Important Need

In the realm of municipal infrastructure projects, the role of an experienced Owner's Project Manager (OPM) is crucial for ensuring that plans are not only developed correctly but also executed flawlessly. At Capital Strategic Solutions (CSS), our OPMs bring extensive onsite experience with projects ranging from \$2 million to over \$50 million. This expertise is invaluable in minimizing future change orders and maximizing project efficiency. If your municipality doesn't

have an on-staff OPM, read on to learn how CSS can be an effective and cost-saving partner on your next project.

Ensuring Accurate Plan Development and Execution

One of the critical functions of an OPM is to conduct thorough plan reviews. For instance, during a large utility rehabilitation project, our OPMs at CSS questioned the recommendation of two 16-inch water mains by the engineering design team. By recommending a hydraulic model to assess water consumption and fire protection needs, we were able to reduce the size of the proposed water mains to 12 inches. This adjustment saved hundreds of thousands of dollars in materials and installation costs. This example illustrates the high-quality oversight and strategic problem-solving skills that our OPMs bring to every project.

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Municipal Partner Positions Available

Town of Plainville Department of Public Works Seeking Applicants for Multiple Positions

The Town of Plainville's Department of Public Works is brimming with exciting opportunities for professionals and the community.

With a focus on sustainable development, the department is spearheading innovative projects that aim to enhance infrastructure, improve environmental practices, and foster community engagement. From modernizing roadways and expanding green spaces to implementing cutting-edge water management systems, the Department of Public Works is dedicated to building a resilient and thriving town. These initiatives not only promise to elevate the quality of life for residents but also offer professionals a chance to be at the forefront of transformative public works projects:

Department of Public Works Director – Salary Range \$118,065 – \$142,902
Depending on Qualifications

Operations Manager – DPW Highway Division – Salary Range \$77,182 – \$94,917

Truck Driver – Salary Range \$43,285 – \$58,212

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Norfolk County MA Seeks Dynamic, Innovative Chief Procurement Officer

Are you an experienced leader with a passion for procurement and public service? Do you know someone who possesses these qualities and is looking for a new opportunity with a competitive salary range?

Norfolk County, Massachusetts, is looking for a dynamic and innovative Chief Procurement Officer (CPO) to join our team. This is a chance to make a significant impact by driving efficient and effective procurement processes throughout Norfolk County.

This position plays a vital role in enhancing the quality of life in Norfolk County. If you are interested in joining a forward-thinking team committed to excellence and innovation, this may be exactly what you are looking for. We offer a competitive salary of **\$70,000-\$90,000** annually and comprehensive benefits package and opportunities for continuous learning and career advancement.

For a full job description, description of benefits package and salary details, please visit

https://www.norfolkcounty.org/departments/personnel_department/job_opportunities.php. Interested candidates, should forward a letter of interest and resume to Michelle Labadini, Human Resources Director, at **mlabadini@norfolkcounty.org**.

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Town of Hanson Seeking Experienced Highway Director

The Town of Hanson is seeking a dynamic and experienced Highway Director to lead the department's team in maintaining and improving the Town's vital roadways. If you have a passion for infrastructure, a knack for leadership, and a commitment to safety, or know someone who does, this is the perfect opportunity to drive progress and make a lasting impact in a great community. Join the Town of Hanson and ensure the Town's roadways, bridges and infrastructure are safe, efficient, and well-maintained, and become a cornerstone of the public works department! Salary range is from \$110,000 to \$118,000.

A full detailed job description can be found at:

Employment Opportunities | Town of Hanson MA (hanson-ma.gov)

Interested candidates should forward cover letter, resume and Town of Hanson Employment Application, to Lynn McDowell at **lmcdowell@hanson-ma.gov**.

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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 range of \$34.17 to \$43.33 per hour and health benefits, Medfield also offers a stable public retirement plan and competitive leave policies.

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Town of Clinton MA Seeking Dedicated, Experienced Treasurer/Collector

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. This position offers a competitive salary range for FY 25 of \$79,662.00 to \$105,174.00 depending on qualifications.

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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Capital Strategic Solutions: Championing Grant Success for Oakham, Massachusetts

Over the past three years, Capital Strategic Solutions (CSS) has achieved a **100% success rate** in securing grant awards for the Town of Oakham, Massachusetts. This remarkable accomplishment includes obtaining six grants, covering a range of critical municipal needs. Here's a closer look at each grant and the process involved in securing them:

Massachusetts Municipal Fiber Optic Grant

This competitive grant program assists municipalities in constructing or completing municipal fiber networks. It supports centralized IT management, cybersecurity, and disaster recovery. To apply, municipalities must submit a detailed project proposal, including project purpose, budget, and impact. A 5% local match is required, which can be in-kind services. We coached the Town in developing the budget and gathering the information needed to submit a competitive application, and utilized that to submit the grant on their behalf. The Town was awarded over \$172,000 to install fiber optic cable to network four critical town buildings.

Byrne JAG Municipal Law Enforcement Grant...

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Deadline Approaches for MassDEP SRF Solicitation of 2025 Drinking and Clean Water Projects

The Massachusetts Department of Environmental Protection State Revolving Fund solicitation for new 2025 drinking water and clean water projects deadline is approaching.

MassDEP's Division of Municipal Services is accepting Project Evaluation Forms for construction projects, asset management planning, and Sewer Overflow and Stormwater Reuse Municipal Grants, through July 26 at noon, for consideration in the calendar 2025 funding cycle.

To apply, submit a PEF **online via MassDEP's website**.

MassDEP is also accepting loan/grant applications for new projects, on a rolling basis.

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State of Massachusetts Cool Corridors Tree Planting Grant Applications Open Through August 2

Massachusetts communities can beat the heat with the **FY25 Cool Corridors Tree Planting Grant** opportunity offered by The Executive Office of Energy and Environmental Affairs (EOEEA) that supports community based tree-planting initiatives.

The program targets reducing temperatures and saving energy costs by adding plantings within neighborhood walking routes, specifically near schools, daycare facilities, transit stops, elderly care facilities & medical facilities.

Eligible applicants are encouraged to consider opportunities to partner, leveraging the unique abilities of each to achieve the greatest impact on mitigating urban heat while ensuring the watering and care of shade trees planted for a two-year period with a focus on the principles of the "right tree, right place" concept.

Applications are due by 4 p.m. on Friday, August 2, 2024.

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[Contact Us](#)



From MMA: Healey-Driscoll Administration Details Length-of-Stay Policy at EA Shelters

From MMA: Time is Right for Unemployment Fraud Protection Practices

From MMA: MassHire Rapid Response Team Offers Layoff Help to Municipalities Employees

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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