

*Proudly Serving Communities Throughout the United States!*

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**CAPITAL  
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SOLUTIONS**

*Monthly Newsletter*

JANUARY 2025

*Proudly Serving Communities Throughout the United States!*



# CONNECT 351 CONFERENCE

Hosted by the Massachusetts Municipal Association

Thursday Jan. 23 - Saturday Jan. 25

At the Boston Convention & Exhibition Center and Omni Hotel

## Meet Us In Person!

*Nichol Figueiredo, Jennifer Thompson,  
Blythe Robinson, Michael Gallagher, Bob Fennessy,  
Bill Keegan, Mary Ellen Kelley, Heather Lemieux, Liz Kalaijian  
and Staci Figueiredo*

Capital Strategic Solutions will be at the Connect 351 Conference, hosted by the Massachusetts Municipal Association Thursday January 23 - Saturday January 25. We'll be at booth 817 at the Boston Convention and Exhibition Center and Omni Hotel in the Seaport District.

Meet our team in person and learn about our services and experience. We can't wait to meet you!

[Read  
More](#)

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## Capital Strategic Solutions Announces Michael Gallagher's Promotion to Business Operations Manager

Capital Strategic Solutions (CSS) is thrilled to announce the promotion of Michael Gallagher to the role of Business Operations Manager. Michael has been an integral part of the CSS team, demonstrating exceptional leadership, organizational expertise, and a steadfast commitment to operational excellence.

In his new role, Michael will oversee key

business functions, including Human Resources, Office Management, Payroll, Billing, and Service Delivery. He will work closely with the CSS executive team to optimize daily operations and ensure seamless support for both staff and clients. Michael's ability to manage complex projects and foster a collaborative work environment will continue to be invaluable as CSS grows and expands its impact.



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Why Planning Ahead is Essential!

If you've ever managed snow and ice removal operations, you know that most of the



preparation happens long before winter officially arrives. While summer may have been spent researching the latest snow removal equipment and technologies, having the right tools is just one part of the equation. Have you also planned how to prepare your community for the challenges of winter weather?

Snow and ice removal is a race against the clock, and communities depend on you to ensure they can safely navigate the roads no matter how much snow falls or how low temperatures drop. To successfully manage severe weather or emergency events, fast, accurate, and frequent communication is critical.

That's where we come in. At Capital Strategic Solutions (CSS), our goal is to help you stay ahead of the storm—even when the weather hits during the overnight hours.

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Capital Strategic Solutions' Senior Project Manager Ken Calder recently acted as interim director for Plainville, Massachusetts' department of public works. While assisting the department, Ken worked to complete many outstanding projects, including the transformation of a stormwater control area that had become an eyesore into a neighborhood benefit. Ken began his role as Interim Public Works Director for the town in July 2024.

Prior to Ken's involvement, Plainville's Department of Public Works (DPW) had identified a large problem area as a collection point of stormwater for several surrounding neighborhood blocks and installed drains and a control system to help

correct the issues, but the job still needed to be “finished,” according to Town Administrator Brian Noble.

For decades this area was an eyesore and a breeding ground for mosquitos and pests. It was also a common spot for dumping yard debris and dog waste, clogging the drainage system.

In July, Ken suggested transforming this area into a pollinator garden to provide an appropriate use of the space’s functionality, while mitigating longstanding stormwater issues and supporting a greener community.



**Before**



**After**

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**CAPITAL  
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Building Stronger Communities

## **Project Spotlight: Norfolk County MA Procurement Services**

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As more and more lifelong public servants retire, communities everywhere are struggling to fill roles, continue services and adapt to a changing regulatory environment. Norfolk County's procurement officer of 30 years retired, leaving the county in need of support amid various major planned projects, some with year-end procurement deadlines.

Capital Strategic Solutions was able to step in and provide coverage to a busy purchasing department while assessing policies, workflow and compliance. For several months, Senior Project Manager Trish Bernard and Certified Procurement Officer Amy Putney supported county staff and updated office workflows as they looked for a replacement.

[Read  
More](#)

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## The Value of On-Site Services: How CSS Supports Communities with Tailored Solutions

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At Capital Strategic Solutions (CSS), we understand that every community and organization has unique challenges and needs. That's why we offer on-site services tailored to provide direct, hands-on support where it's needed most. Our team of experienced municipal professionals steps into critical roles to ensure seamless operations and strategic oversight, empowering our clients to achieve their goals effectively.

### What On-Site Services Does CSS Provide?

Our on-site services cover a broad spectrum of expertise, enabling us to support municipalities and organizations across various departments. Some of the key areas we assist with include:

- **Interim Leadership Roles:** Whether your organization needs a temporary Town Manager/Administrator, Treasurer/Collector, or Public Works Director, CSS' team of seasoned professionals are available to keep operations running smoothly during leadership transitions.

[Read More](#)





## Massachusetts Now Accepting Applications for FY 2025 Landscape Partnership Grant

The Landscape Partnership Grant, which aims to conserve large unfragmented landscapes and bolster climate resilience, is now accepting applications. The deadline to apply is **Thursday, April 3, at 3 p.m** This program provides up to **\$1.25 million** in funding to partnerships committed to protecting biodiversity, supporting local farm and forest economies, and expanding outdoor recreation opportunities.

### Key Dates to Remember:

- **Virtual Info Session: Tuesday, January 28, 2025, at 2 PM**
- (RSVP by January 24).
- **Deadline: April 3, 2025, at 3 PM.**

[Learn More](#)

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## State of Rhode Island offers Edward Byrne Memorial Justice Assistance Grant

The State of Rhode Island Public Safety Grant Administration Office (PSGAO) is seeking applications for the Edward Byrne Memorial Justice Assistance Grant (JAG) Program. This program assists state, local, and tribal law enforcement efforts to prevent or reduce crime and violence.

Funding can support a wide range of uses including additional personnel, equipment, supplies, contractual support, training, technical assistance, and information systems for criminal justice, law enforcement programs, prevention and education programs, and more. The maximum award amount is \$250,000.

**Applications are now open, and close on Jan. 31, 2025.**

[Learn](#)



[More](#)

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## New Hampshire DES Clean Diesel Grant Program First Round of Funding Available Through Jan. 24

The New Hampshire Department of Environmental Services (NHDES) is pleased to announce that the 2024-2025 New Hampshire Clean Diesel Grant Program is accepting proposals.

This program offers a significant opportunity for businesses, municipalities, and other entities operating diesel equipment in New Hampshire to reduce emissions, improve air quality and contribute to a healthier environment.

### Application Deadlines

- First Round: Proposals must be submitted by Jan. 24, 2025, at 4 p.m.
- Second Round: If funds remain available after the first round, proposals may be submitted by the second deadline of May 16 at 4 p.m.

[Learn More](#)



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## Town of Westford Massachusetts

The Town of Westford Massachusetts has several exciting job opportunities available. Including

- Public Safety Telecommunicator: Salary \$24.37 - \$31.84 per hour
- Permanent Career Firefighter – Paramedic: Salary \$63,513.82 annually
- Office Manager – Town Clerk: Salary \$30.18 - \$36.97 per hour dependent on qualifications and experience
- Office Manager - Technology: Salary \$30.1844 /hr - \$36.9732/hr dependent on qualifications and experience

Additional information can be found on the town website.

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[More](#)



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## **EPA Announces Nearly \$21 Million in Funding for Vermont Water Infrastructure Upgrades**

## **EPA Announces Nearly \$26 Million in Funding for Rhode Island Water Infrastructure Upgrades**

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### **Find Us!**

A blue gradient graphic with white text and a logo. The text reads: "FIND US!", "New England Water Environment Association (NEWEA)", "2025 Annual Conference & Exhibit", "At the Boston Marriott Copley Place", and "January 26-29". The logo for Capital Strategic Solutions is at the bottom, consisting of a stylized orange and white geometric shape next to the text "CAPITAL STRATEGIC SOLUTIONS".

**FIND US!**

**New England Water Environment Association (NEWEA)**  
**2025 Annual Conference & Exhibit**

*At the Boston Marriott Copley Place*  
*January 26-29*

 **CAPITAL STRATEGIC SOLUTIONS**

Next week Jan. 26- Jan. 29 at the New England Water Environment Association 2025 Annual Conference & Exhibit, at the Boston Marriott

Copley Place.

Project Managers Mike Tusino and Liz Kalaijian will be there with BETA!  
Swing by and learn about our services and past projects.

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## 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.

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DBE in CT, FL, ME, NH, NM & VT**

**Building Stronger Communities**



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