

Proudly Serving Communities Throughout the United States!

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**CAPITAL
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SOLUTIONS**

Monthly Newsletter

MARCH 2025



Navigating Tightened Budgets: Strategies for Municipalities to Thrive Amid Federal Funding Cuts

As federal budgets tighten, municipalities face increasing pressure to balance their own budgets while continuing to provide essential services. The impact of federal funding cuts can trickle down to local governments, creating challenges for communities that rely on those funds to support public safety, infrastructure, and social services.

Municipal leaders must become more resourceful and strategic in managing their budgets. This might involve prioritizing projects, seeking out alternative funding sources, and collaborating with other entities to maximize efficiency. It's also crucial for municipalities to communicate openly with their residents...

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Building the Future: A Strategic Guide to Capital Investment Plans for Schools and Municipal Facilities

At Capital Strategic Solutions, we understand that developing a well-structured capital investment plan is essential for schools and municipal facilities. These plans help institutions prioritize and fund large-scale projects, from school renovations to municipal facility improvements.

By leveraging the expertise of our professionals, such as Matt Torti, who spent decades planning and executing capital improvements in schools and public buildings, we provide tailored strategies to ensure that schools and municipalities can build sustainable, impactful capital investment plans that align with their long-term goals.

The first step in crafting a capital investment plan is identifying the school's or municipal facility's capital needs...

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Employee Spotlight

KEN CALDER

Senior Project Manager

Senior Project Manager Ken Calder has been hard at work serving as Plainville Massachusetts' Interim Director of Public Works. His experience in DPW leadership positions allowed him to jump into this department in transition and provide steady leadership through changing a regulatory environment, finish dozens of outstanding projects, and improve departmental workflow and processes.

Some of Ken's accomplishments include:

- Completed outstanding recruitment and personnel hiring
- Completed town-wide line striping program
- Reinvigorated an MS4 project, installing the [town's first pollinator garden](#)
- Completed town-side catch basin cleaning
- Oversaw proper disposal of 980 tons of legacy debris on department property
- Created and implemented Basic Snow and Ice Operations training
- Inventoried the Department's fleet and equipment
- Completed outstanding project of fleet washing area to improve vehicle maintenance
- Updated safety hazard lighting

- Created an Emergency Response Plan Training Program

"I feel very accomplished in Plainville thinking that I am leaving the department and Town in better shape than I found it."

Ken Calder, Senior Project Manager

Ken's creative problem solving and collaborative nature has served not only the department but the entire Plainville community over these past few months. We are so proud of Ken and his work, fantastic job!

**Learn More About On-Site
Services**



**CAPITAL
STRATEGIC
SOLUTIONS**
Building Stronger Communities

Find Us at NEWWA Booth #503

Nichol Figueiredo
Chief Executive Officer

John Deluca
Senior Project Manager

Ken Calder
Senior Project Manager

Mike Tusino
Project Manager

Meredith Roberts
Project Manager

Adam Polagruto
Project Specialist

Join Us April 2-3 at the New England Water Works Association 2025 Spring Joint Regional Conference and Exhibition

Capital Strategic Solutions will be in the vendor hall at the Worcester DCU center for NEWWA's Spring Conference. Swing by our booth and meet the team and hear about how we support water suppliers across New England.

The NEWWA Spring Joint Regional Conference & Exhibition is a great

opportunity to earn technical credit hours, network with others in the industry and hear cutting edge news from industry experts.

Be sure to visit us at Booth #503!

NEWWA Spring Conference



Community Spotlight – A Steady Hand in a Time of Change: Interim HR Leadership in Brockton MA

Maintaining consistency and competency in Human Resources is crucial for overall management of a city's workforce while providing excellent service internally and externally.

Robert (Bob) Fennessy, Senior Project Manager of Capital Strategic Solutions, began overseeing everyday operations as interim HR Director and Labor Relations three months ago amidst a major City Hall renovation. The HR department had been experiencing dual vacancies in the HR assistant and Director roles...

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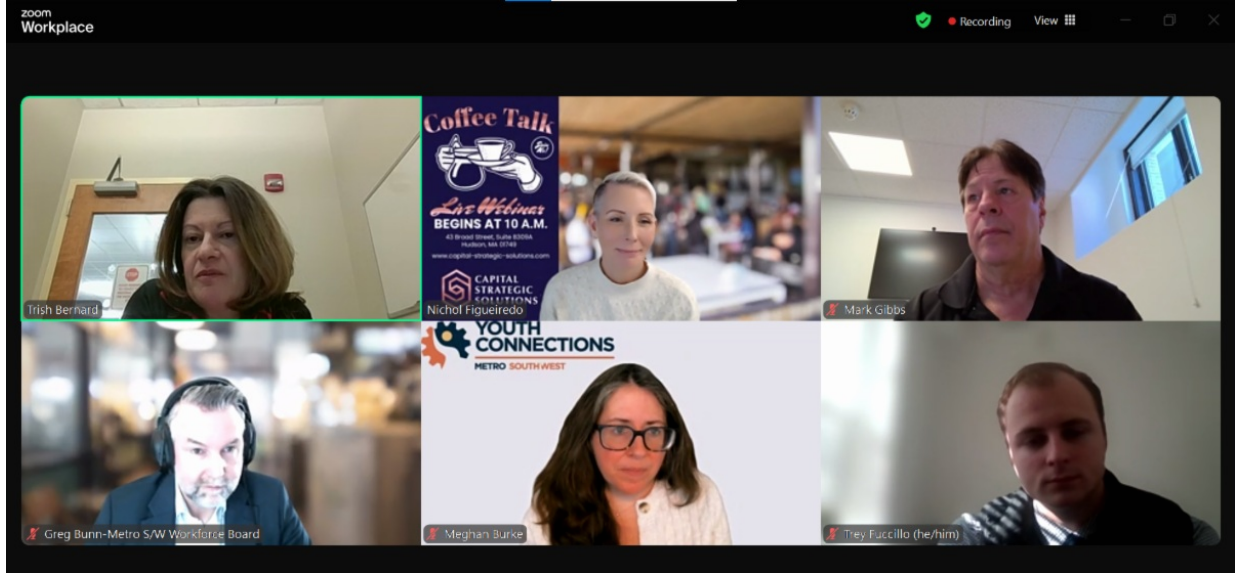


Planning for Spring Community Events: Strengthening Local Engagement and Tourism

As the chill of winter fades and the warmth of spring takes hold, communities across the country are gearing up for a season of renewal and celebration. Spring is the perfect time to organize events that not only bring people together but also highlight the unique character and attractions of your community. Well-planned community events can foster local engagement, boost tourism, and create lasting memories for both residents and visitors.

Let's explore how municipalities can plan spring community events that strengthen community bonds and promote local tourism, while also addressing key factors that...

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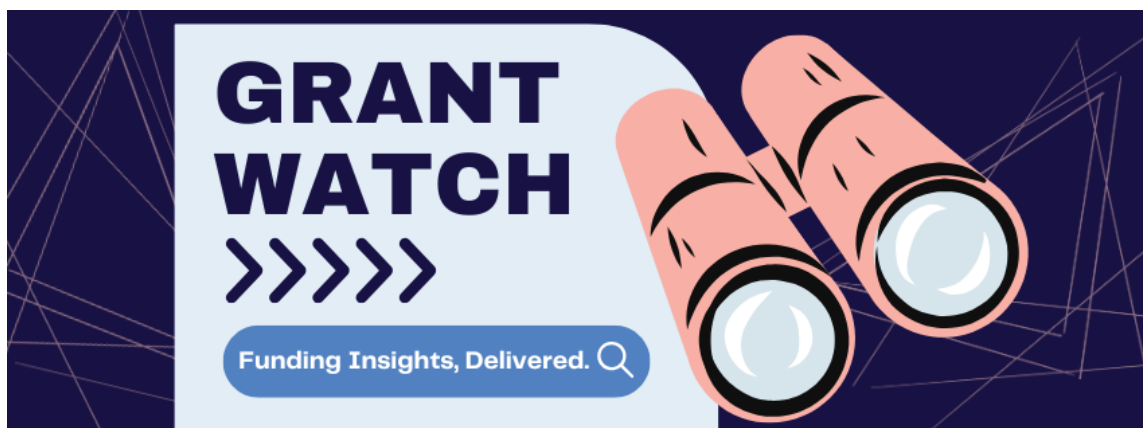


Replay Now Available for CSS's Coffee Talk Webinar: How and Why to Create a Successful Summer Internship Program

Summer internships aren't just a way to fill small roles in local government, they also provide other benefits to municipalities and the student intern. They also serve as a way to attract students to a career in local government.

Watch this informative webinar and learn how to administer a successful summer internship program. Our discussion gives you the details about how to time your program, funding mechanics, state grants available, potential ways to utilize summer interns for different department needs and the dual benefits for both municipal staff and students.

[View Webinar](#)



USDA Broadband Community Connect Grant Program

The U.S. Department of Agriculture (USDA) is actively accepting applications for the Broadband Community Connect Grant program, with a deadline of April 21, 2025. A significant \$26 million will be available for

fiscal year 2025.

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Massachusetts Community One-Stop for Growth Grant Program Expressions of Interest Due March 26

The deadline to submit an Expression of Interest in the FY2026 round of the Massachusetts Community One Stop for Growth is March 26.

Applicants complete a short form, consisting of a brief abstract and a few multiple choice questions for each project proposed, and receive an EOI Feedback Report based on the information provided.

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Massachusetts MVP Action Grant Proposals due April 4

The MVP Action Grant program is currently open to communities who have completed the original MVP Planning Grant (1.0) process and applied to MVP Planning 2.0 if original process was completed in 2018 or earlier, along with federally recognized and state-acknowledged Tribes and political subdivisions.

The Action Grant program invests in local priorities that build climate resilience. Projects can range from a vulnerability assessment of a specific sector to an outreach and engagement campaign to constructing green infrastructure.

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Massachusetts Green Communities Competitive Grant Program Accepting Applications March 24

The Massachusetts Green Communities Competitive Grant Program is accepting applications beginning on March 24. The program offers valuable funding opportunities for Massachusetts municipalities registered as Green Communities. This corresponding grant funding supports the community's commitment to sustainability through three distinct pathways: Prescriptive Measures, Traditional Energy Conservation Measures (ECMs), and Building Decarbonization.

The deadline for applications is April 4, 2025, at 5 p.m.

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Keep up with the latest grant opportunities!

[Click Here!](#)



Town of Westford Massachusetts

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

- **Public Safety Telecommunicator:** \$24.86 - \$32.48 per hour
- **Office Manager – Town Clerk:** Salary \$30.18 - \$36.97 per hour dependent on qualifications and experience
- **Office Manager - Technology:** Salary \$30.18 - \$36.97 per hour dependent on qualifications and experience

Additional information can be found on the [town website](#).

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Find Us at These Upcoming Conferences & Events!

- **New England Water Works Association (NEWWA)**
DCU Center in Worcester, MA, April 2 - 3 Booth #503
 - **Massachusetts Chiefs of Police Association Annual Trade Show**
Royal Plaza Trade Center, Marlborough, MA, April 9
 - **Florida City County Municipal Association Conference (FCCMA)**
Orlando, FL, May 28 - 29
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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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