

Proudly Serving Communities Throughout the United States!



May 2025 Newsletter

Spring is in full swing, and so are we! From supporting local departments to spotlighting exciting projects, we've got plenty to share. Grab a coffee and catch up on what we've been up to—we promise to keep it short and sweet!

When Every Role Counts: Cost-Effective Municipal Support from Capital Strategic Solutions



The Ripple Effects of Staffing Gaps in Local Government

Across the country, municipalities are facing an urgent challenge: a growing number of open positions in critical departments, from public works and planning to finance and community engagement. These vacancies place significant strain on existing staff, delay essential services, and ultimately cost more in both time and money. In this climate, many local governments are turning to experienced consultants like Capital Strategic Solutions (CSS) for effective, budget-conscious support.

The Scope of the Problem

From town halls to city councils, unfilled roles are becoming the norm rather than the exception. A combination of retirements, difficulty attracting skilled professionals, and budget constraints has led to gaps that are hard to close. Municipalities are being asked to do more with less — often with fewer people than ever before.

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Project Spotlight: Town of Shelburne MA Police Department Elevating Public Safety Through Strategic Compensation Planning

As municipal police departments across the Commonwealth adapt to evolving expectations and legal standards, the Town of Shelburne, Massachusetts, recognized the importance of ensuring its police department's wage and classification system aligns with contemporary law enforcement practices and the requirements of the POST Reform Bill. To support this critical initiative, Shelburne partnered with Capital Strategic Solutions (CSS) to conduct a comprehensive wage and classification study tailored to the department's unique needs.



"The Town chose Capital Strategic Solutions (CSS) because we were impressed with their credentials. Capital Strategic Solutions (CSS) is a Massachusetts certified Women-Owned Business with extensive experience working with municipalities similar in size to Shelburne. Most, if not all of their staff had worked in municipalities before joining CSS, therefore, they have a real understanding of challenges we face as a relatively small community with dedicated employees (competitive compensation, recruitment, and retention). We were impressed by their detailed methodology, their interaction and communication with town officials, their price point, and the delivery of a wage and compensation plan that will provide fair and competitive compensation for our police department with room for growth in the years to come."

Rick LaPierre, Selectboard Chair; Terry Narkewicz, Town Administrator; Greg Bardwell, Chief of Police

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Project Spotlight: Greenfield MA Receives Training and Support for Newly Hired Treasurer/Collector



Communities are often faced with numerous challenges during a time of transition. Capital Strategic Solutions can provide communities with an expert in the required field to avoid disruption of services and ease the burden of change.

Senior Project Manager Stephen Price began providing vital training for Greenfield,

Massachusetts new Treasurer/Collector in December 2024, including maintaining and updating the cashbook, reconciling bank accounts, online banking, funding bi-weekly payroll and payables, quarterly financial reporting, lock box protocols, dispersing the FY2025 real estate bills as well as the tax and utility receivables. Stephen also worked with the finance team to generate the annual W2 and 1099 forms in January while navigating a software glitch with their software provider.

"We are fortunate to begin our new year with a seasoned professional in-house supporting our new Treasurer/Collector. Steve has been instrumental in getting our fresh staff member acclimated while reviewing and overseeing everyday operations."

Virginia Desorgher
Mayor, Greenfield, Massachusetts

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Join Us May 28 – 29 at the Florida City and County Management Association 2025 Annual Conference

Capital Strategic Solutions will be at the FCCMA 2025 Annual Conference hosted by the Florida City County Management Association. From May 28-29, our team will be in Orlando ready to connect with you and share our insights and services. Find our booth at the Shingle Creek Hotel in Orlando, Florida, and ask us about our experience serving municipalities across the US.

[FCCMMA 2025 Conference](#)



Municipal Partner Job Announcement from the Town of Westford

Westford is a vibrant and well-managed community with a strong commitment to fiscal responsibility and transparent governance. The Town of Westford has exciting opportunities available, including:

- **Finance Director**
- **Assistant Director of Public Works**
- **Public Safety Telecommunicator**
- **Staff Librarian – Local History Genealogy Specialist**

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EPA Announces \$49 Million in Technical Assistance to Help Rural, Small and Tribal Communities Address Wastewater Challenges

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Safe Streets and Roads for All Grant Program Final Submissions Due June 26

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Maine Source Protection Grant: A Path to Cleaner Drinking Water

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Connecticut Small Cities Community Development Block Grant Application Deadline June 6

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Stay up to date on the latest grant opportunities

In Case You Missed it...



Embracing Imperfections: A Path to Meaningful Professional Development in Education

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The Importance of Inclusive Parks & Recreation Programs in Communities

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The Advantages and Disadvantages of Decentralized Local Government Administration

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About Capital Strategic Solutions (CSS)

CSS is a certified woman-owned, disadvantaged business enterprise of municipal experts delivering creative, cost-effective solutions that maximize success and minimize risk.

With deep local government expertise, we craft tailored strategies to meet each community's unique needs.



CAPITAL STRATEGIC SOLUTIONS

A Women-Owned Business Enterprise

Our capabilities span public administration, municipal finance, human resources, policy development, emergency management, public safety, public works, water operations, interim municipal services, public relations, community engagement, project management, grant writing, and onsite support. We partner with clients to define clear goals, overcome challenges, and implement human-centered plans that drive performance and transform communities.

Visit our
Website



Capital Strategic Solutions LLC | 43 Broad Street, Suite B309A | Hudson, MA 01749 US

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