

***Proudly Serving Communities Throughout the United States!***



## February 2026 Newsletter

*February is a time when plans begin to take shape and early momentum turns into meaningful progress. As municipalities move from planning to action, clear communication, strong partnerships, and thoughtful strategy become even more important. At Capital Strategic Solutions, we remain committed to supporting communities with practical guidance, trusted expertise, and solutions that help move important work forward.*

### Supporting Multi-State Payroll Compliance in Nantucket

#### Helping municipalities navigate payroll complexity with confidence

As municipal workforces become more flexible, payroll compliance across multiple states is an increasingly complex challenge. Capital Strategic Solutions (CSS) partnered with the Town of Nantucket Treasury Department to design and implement a structured, scalable approach to multi-state payroll compliance—ensuring accuracy, regulatory alignment, and long-term sustainability.



CSS worked closely with Nantucket's Treasury and Finance team to assess existing payroll processes, address varying state tax and labor requirements, and develop clear protocols that support both current needs and future expansion. The result is a durable framework that reduces risk, strengthens internal controls, and empowers staff to manage payroll confidently as workforce demands continue to evolve.

[Read the Full Project Spotlight](#)

 **February is Heart Health Month**

**#GoRedForWomen — Prioritizing Heart Health and Well-Being**

February is American Heart Month, and this year there's a strong focus on women's heart health. Heart disease remains the leading cause of death for women in the United States, yet many symptoms are misunderstood, overlooked, or attributed to stress. Heart health isn't just a physical issue, it's a quality-of-life issue that affects women in our communities and in our workplaces.

At Capital Strategic Solutions, we're proud to spotlight voices from within our own team who are helping raise awareness and break the silence around women's cardiovascular health.



**Staci Figueiredo, Administrative Assistant,** opens up about life as a mitral valve disease survivor and what wearing red means to her—both as a personal milestone and a call to action for others to learn the signs and prioritize care.

[Read Staci's Story](#)



**Jennifer Thompson, Chief Development Officer,** shares why stress and heart symptoms shouldn't be ignored and how listening to your body can be life-saving. Her story reminds us that advocating for our health is a form of strength and leadership.

[Read Jennifer's Reflection](#)

This February, we encourage everyone in your networks, friends, family, colleagues, and residents, to learn the facts about women's heart health, support one another, and take proactive steps toward well-being. Small conversations can lead to big changes.

## Find Us - 2026 FCAM Conference

The Capital Strategic Solutions (CSS) team is excited to attend the 2026 Fire Chiefs Association of Massachusetts (FCAM) Professional Development Conference, February 24–26 at the DCU Center in Worcester.



### Attendees From CSS



**Nichol Figueiredo**  
*Chief Executive Officer*



**Patti Grigas**  
*Senior Project Manager*



**Ed Burman**  
*Senior Project Manager*



# CSS Talent Spotlight



**Paul Scott:**  
**Public Works Leadership &  
Capital Planning Expertise**

Paul Scott brings decades of public works leadership experience to Capital Strategic Solutions, with deep expertise in capital improvement planning and project management. Most recently serving as Director of Public Works for the Town of Plainville, Paul led the consolidation and professionalization of the department, guiding operations with steady, strategic leadership. His previous roles as Director of Capital Project Management and Director of the Highway & Sanitation Division in Framingham provide him with a well-rounded municipal perspective. Paul's hands-on experience across multiple public works environments gives him a unique edge in supporting communities with capital planning, financial strategy, executive coaching, and policy analysis.

[Learn More About Paul](#)



**Adam Polagruto:**  
**Community Engagement &  
Project Support Specialist**

Adam is a Project Specialist with a strong background in data entry, administrative support, social media management, and public outreach. His diverse skill set helps keep projects running smoothly while strengthening communication between municipalities and the communities they serve. Adam plays a key role in operating project hotlines, serving as a trusted and professional point of contact for residents. Known for his ability to translate complex information into clear, approachable language, he ensures callers feel informed, heard, and confident. Whether answering questions, providing updates, or resolving concerns, Adam consistently goes above and beyond to support effective communication and positive community engagement.

[Learn More About Adam](#)



## Smart Reads, Fresh Takes

## Project Spotlight

MUNIS Utility  
Billing Conversion  
Support for the  
Town of Ludlow



Senior Project Manager,  
Sarah Pawlucznek

### Sarah Pawlucznek Supports the Town of Ludlow with Utility Billing System Conversion

When municipalities undertake major system transitions, particularly those involving revenue and resident billing. Accuracy, continuity, and public trust are essential.

[Read More](#)

## Project Spotlight

Interim DPW  
Support for the  
Town of Harvard



Senior Project Manager,  
Paul Scott

### Paul Scott Providing Steady Leadership in Harvard, MA

When the Town of Harvard faced a period of transition within its Department of Public Works, CSS partnered with Town leadership to provide steady, experienced interim support.

[Read More](#)

## Understanding Facebook's Algorithm



### Facebook's Algorithm: What Municipal Leaders Need to Know

Community engagement now extends beyond town halls to online platforms like Facebook. Understanding how the platform's algorithm works is key to reaching residents effectively.

[Read More](#)

**IS YOUR WATER  
SYSTEM READY  
FOR 2026?**

### Emergency Planning for Community Water Systems

Storms, power outages, main breaks, cyber incidents, supply chain hiccups: none of these are hypothetical anymore. Add in extreme winter weather, drought conditions, water quality concerns, and growing public expectations, and the margin for error keeps getting smaller.

[Read More](#)



### Supporting Municipal Recruitment When It Matters Most

Municipal governments across the country are facing an unprecedented workforce challenge. Demand for skilled, experienced professionals continues to grow, while competition for talent has never been higher.

[Read More](#)



## Career Corner

Discover open positions with our municipal partners and find your next opportunity to support strong, well-run local government.

### Town of Ware: Director of Public Works

**Salary Range: \$125,000-\$145,000**

Lead the Town of Ware's public works operations, including streets, water/sewer, and solid waste, with at least 10 years of experience required.

[Apply Now](#)

### City of Somerville: Director of Water & Sewer

**Salary: Starting at \$130,000**

**(commensurate with experience)**

Guide Somerville's water and sewer enterprise, ensuring regulatory compliance and system reliability for a major Massachusetts city.

[Apply Now](#)

### City of Somerville: Director of Inspectional Services

**Salary: Starting at \$130,000**

**(commensurate with experience)**

Manage the city's inspectional services team across building, zoning, plumbing/gas, electrical and code enforcement a strategic leadership role reporting to the Mayor.

[Apply Now](#)

### Town of Millbury: Director of Planning & Development

**Salary Range: \$92,000-\$97,000**

Millbury is hiring a Director of Planning & Development to guide long-range planning, review development proposals, support town boards, and drive economic development initiatives.

[Apply Now](#)



## Grant Watch

*Insights, and Support to Drive Community Growth and Innovation.*

[Federal Grants](#)

- [Now Accepting Applications: FY 2025 Choice Neighborhoods Implementation Grants](#)
- [HHS Drug-Free Communities Support Program Deadline April 14, 2026](#)

Connecticut Grants	Florida Grants
<ul style="list-style-type: none"> <li>• <a href="#">Now Accepting Applications: Connecticut Brownfields Round 23 Funding</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">2025 Urban &amp; Community Forestry Natural Disaster and Recovery Supplement – Deadline March 10, 2026</a></li> </ul>

Maine Grants
<ul style="list-style-type: none"> <li>• <a href="#">Future Funding Opportunity to Watch – Maine CDBG Economic Development Program (EDP)</a></li> </ul>

Massachusetts Grants
<ul style="list-style-type: none"> <li>• <a href="#">Now Open! FY27 Community One Stop for Growth</a></li> <li>• <a href="#">FY 2026 Drinking Water Supply Protection (DWSP) Grant – Deadline April 13, 2026</a></li> <li>• <a href="#">Green Communities Competitive Grant Program (FY26–FY27)</a></li> <li>• <a href="#">MA DOER Regional School District Decarbonization Grant – Opportunity to Watch</a></li> </ul>

New Mexico Grants	Rhode Island Grants
<ul style="list-style-type: none"> <li>• <a href="#">Funding Opportunity – New Mexico Overflow Sewer Grant (OSG) Program</a></li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Rhode Island Specialty Crop Block Grant Program (SCBGP) 2026</a></li> <li>• <a href="#">2026 Rhode Island Certified Local Government (CLG) Grant</a></li> </ul>

Vermont Grants
<ul style="list-style-type: none"> <li>• <a href="#">Now Available – Vermont Brownfields Revitalization Fund (State Program)</a></li> </ul>

For help with your application, reach out to Capital Strategic Solutions. We specialize in grant management at every stage—from identifying opportunities and securing awards to ensuring compliance and managing budgets. Our public-sector expertise helps communities deliver sustainable, impactful projects. Partner with us to move forward with confidence.

**Contact Us**

**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



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