

MINUTES OF THE CITY COUNCIL WORKSHOP  
CITY OF NEW CARROLLTON  
FEBRUARY 4, 2026

**Present were Council Chair Duane Rosenberg, Council Vice Chair Cynthia Mills (Virtual), Councilmember Lincoln Lashley, Councilmember Briana Urbina (Virtual), Councilmember Agnelli Sybel Malavé (Virtual), City Manager Maisha Williams, Mayor Phelecia Nembhard, City Clerk Kaitlyn Schisler**

**Absent/Excused: Chief Linwood Alston, DPW Director William Barclay**

**1. Call to Order**

The meeting was called to order at 7:06 p.m. by Council Chair Rosenberg in the Municipal Center, Room 230.

**2. Residents' Concerns**

The following members of the public made comment:

- Shirley Brown requested clarification on the methodology for comparing neighboring jurisdictions and which jurisdictions would be included in the analysis.

**3. Interview-Bolton Rewards**

A representative from Bolton Rewards presented the firm's proposal for conducting an employee pay audit, organizational assessment, and classification and compensation study, noting the three efforts would begin simultaneously for efficiency. The presentation outlined the methodology, including desk audits with staff, market surveys of peer organizations, and use of compensation databases and job evaluation tools. The representative also addressed questions about the project timeline, stakeholder engagement, and post-report support.

**4. Interview- BRC Consulting - Virtual - 7:30 PM**

A representative from BRC Consulting introduced their project team and presented their proposal to complete a compensation audit, organizational assessment, and compensation study concurrently within an eight-week timeline. The presentation outlined the methodology, deliverables, benchmarking approach, and implementation support, with the team confirming a total project cost of \$38,500 and limited anticipated travel. Councilmembers asked questions regarding timeline feasibility, municipal experience, market comparisons, and approaches for addressing positions with salaries above market rates.

**5. Interview- MGT Impact Solutions - Virtual - 8:00 PM**

A representative from MGT Impact Solutions presented their proposal virtually, outlining a structured, data-driven approach to conducting a compensation audit, organizational assessment, and classification and compensation study, along with implementation support and deliverables. Councilmembers asked questions about timeline flexibility, experience, pricing, and approaches to addressing salaries above market rates. Following the

presentation, councilmembers agreed to review and rank the proposals individually and plan to discuss and vote on consultant selection at the next meeting.

**6. Council Announcements**

Councilmembers shared several updates and upcoming events. These included a temporary two-hour school delay, recognizing Black History Month, and sharing information about an upcoming town hall and community events.

**7. Motion to Adjourn**

Councilmember Lashley moved to adjourn the meeting. Councilmember Mills seconded the motion. The motion passed unanimously (5-0-0). The meeting was adjourned at 8:38 p.m.

Respectfully Submitted,

Kaitlyn Schisler  
City Clerk

Note: These minutes are a summary of the actions taken by the City Council and do not include all details of the discussions. Please refer to the official meeting video for a complete record.

Agendas and Approved Meeting Minutes can be found at: <https://newcarrolltonmd.gov/1294/Agendas-Minutes>