

MINUTES OF THE CITY COUNCIL WORKSHOP
CITY OF NEW CARROLLTON
FEBRUARY 2, 2026

Present were Council Chair Duane Rosenberg, Council Vice Chair Cynthia Mills (Virtual), Councilmember Lincoln Lashley, Councilmember Briana Urbina (Virtual), Councilmember Agnelli Sybel Malavé, 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:

- Carlita Wall expressed concern about a neighbor's renter allegedly dumping snow from a city street onto her and another neighbor's private property. She asked the council to address the issue of trespassing and illegal dumping, noting that her trash and recycling bins were also thrown into her front yard.

3. Interview- Gallagher Benefit Services

A representative from Gallagher presented the firm's proposal for conducting a classification and compensation study, organizational assessment, and salary audit, outlining their CARES-based consulting approach and data-driven benchmarking methodology. The presentation described job evaluation methods, market analysis, and options for compensation structures and implementation strategies. Councilmembers asked questions regarding regional experience, project timeline, inclusion of the salary audit, job description costs, and data deliverables.

4. Interview- Capital T Solutions

A representative from Capital T Solutions presented their proposal for a six-month engagement, covering a financial and compensation audit, organizational assessment, and comprehensive compensation study. The presentation outlined a three-phase approach, detailed audit deliverables, and use of past compensation data to inform future decision-making, with final reports provided in PDF and underlying data in Excel. Councilmembers asked questions about expertise, timeline, data format, and alignment of salaries with budget and market benchmarks.

5. Interview- PRM Consulting Group

A representative from PRM Consulting presented their proposal for a comprehensive audit of city salaries, organizational assessment, and compensation study, outlining a five-step methodology over an anticipated four-month timeline. The presentation covered data collection, salary audits, organizational analysis, market benchmarking, and development

of a market-based pay structure targeting the 50th percentile, with flexible post-study implementation support. Councilmembers asked questions regarding peer city selection, experience in Prince George's County, hybrid pay structures, and timeline prioritization to support the April budget, with the firm confirming no travel charges for their D.C. location.

6. Motion to Adjourn

Councilmember Lashley moved to adjourn. Councilmember Malavé seconded the motion. The motion passed unanimously (5-0-0).The meeting was adjourned at 8:49 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>