

March 9, 2026

The regular meeting of the Montoursville Borough Council held in the John Dorin Municipal Building was called to order by Council President Dr. Kline at 7:00 PM with the following answering roll call: Tina Kline, Misty Emick, Donald Konkle, Mark Tillson, Marshall Winters, Donald Boyles and Mayor Swank.

The Pledge of Allegiance was observed.

Minutes to be presented at April 6th, 2026 Council Meeting.

MONTOURSVILLE FIRE COMPANY— Nothing at this time.

VISITORS AND PUBLIC COMMENT FOR AGENDA ITEMS – Nothing at this time.

TREASURERS REPORT/BOROUGH BILLS – To be presented at the April 6th, 2026 Council Meeting.

NEW BUSINESS –

EMPLOYMENT- PART-TIME RECREATION EMPLOYEE - RONALD WESTOVER – Council President Dr. Kline presented Employment – Part-Time Recreation Employee – Ronald Westover for review.

Borough Manager Donna Taggart explained that this part-time position is to fulfill mowing duties for the borough and will be at a rate of \$15.00/hour.

Motion by Mrs. Emick to approve Employment – Part-Time Recreation Employee – Ronald Westover; second by Mr. Winters. The motion carried.

APPOINTMENT OF MONTOURSVILLE BOROUGH CHIEF OF POLICE – ROBERT TOBIAS – Council President Dr. Kline presented Employment – Appointment of Montoursville Borough Chief of Police –Robert Tobias for review.

Motion by Mr. Winters to approve Appointment of Montoursville Borough Chief of Police –Robert Tobias; second by Mrs. Emick.

Roll Call Vote- Mr. Tillson-Yes, Mr. Winters-Yes, Mrs. Emick-Yes, Dr. Kline-Yes, Mr. Boyles-Nay and Mr. Konkle-Nay-with no reflection on the candidate. Motion approved.

PLANNING & ZONING – Nothing at this time.

RECREATION – Nothing at this time.

STREETS/WATER – Nothing at this time.

MAYOR – Nothing at this time.

POLICE CHIEF – Nothing at this time.

COUNCIL PERSONS – Nothing at this time.

SOLICITOR – Nothing at this time.

COUNCIL PRESIDENT – Council President Dr. Kline's presented a prepared statement-copy attached.

PENDING MATTERS – Nothing at this time.

CORRESPONDENCE AND ANNOUNCEMENTS – The next Council meeting will be held Monday April 6th, 2026 @ 7:00PM. Executive session for Personnel & Legal to be held immediately following the council meeting without reconvening.

VISITOR AND PUBLIC COMMENTS – Nothing at this time.

There being no further business, the meeting was adjourned at 7:17PM on a motion by Mr. Konkle; second by Mr. Winters. The motion carried.

Respectfully submitted,

Donna M. Taggart, Borough Manager

Next on the agenda is the appointment of Robert “Bob” Tobias as Montoursville Borough Chief of Police.

May I have a motion to approve?

And a second?

Thank you. As we begin public discussion on this action item, I want to provide a summary of how we arrived at tonight's motion.

Over the past several weeks, the Borough has conducted a thorough, transparent, and competitive hiring process to ensure a fair and well-informed decision to fill the Chief of Police role.

The Police Chief position was publicly posted on January 5, with applications accepted through January 23. We received 14 applications, 7 of which were complete with all required materials as indicated in the job posting. The initial screening included a review of the application materials to verify education and experience, as well as web searches on Google, LinkedIn, and other social media. The screening reduced the 7 complete applications to 4 preliminary candidates.

On January 25, the Personnel Committee and the mayor received an email containing a spreadsheet with all 14 applicant details, access to all 14 applicant materials, and a request to review and determine candidates for next steps by the February 2 council meeting. The committee agreed to proceed with the 4 preliminary candidates identified, and invitations were sent for a first-round virtual interview. During the scheduling of the virtual interviews, 1 candidate withdrew his application.

The first-round virtual interviews were held on February 9, 10, and 16, with three candidates. All personnel committee members, the mayor, and the borough manager were included in the interview appointments. Each session was attended by the prospective candidate, the borough manager, Mayor Swank, and personnel committee members, Marshall Winters and Tina Marie Kline. Personnel committee member Don Konkle did not attend any virtual interviews. After each interview, Mayor Swank, Marshall, and Tina met to debrief and discuss. Ultimately, all three candidates were advanced to the final round of in-person interviews.

In preparation for the final interview round, Mayor Swank, Marshall, and Tina met with now-retired Chief Gyurina on February 18 to gather his perspective on each of the final candidates. That discussion informed the final interview questions, including 5 standard questions posted to each candidate and 2-3 candidate-specific questions.

The interviews were set for February 24. An email invitation was sent to all council members to attend the in-person interviews. As per the Sunshine Act, the email noted that their attendance was strictly for the purpose of observing the interviews, and that no deliberations or discussions involving more than three Council members at any time were permitted, whether during or following the interviews. This was to ensure compliance with applicable open meeting requirements. A link to each final candidate's application materials was also provided in the email.

Again, the interviews for all three candidates were held on February 24. These interviews allowed Council members to engage directly with each candidate and assess their qualifications, leadership style, and vision for the department. It was reiterated again to all council members that no discussions or deliberations involving more than 3 council members were permitted during or after the interviews. Mr.

Tobias's interview was attended by Mayor Swank, Borough Manager Donna Taggart, personnel committee members Tina Marie Kline, Marshall Winters, and Don Konkle, and council members Don Boyles and Misty Emick. Mark Tillson did not attend. The second candidate's interview was attended by the mayor, the borough manager, personnel committee members Kline, Winters, and Konkle, and council member Boyles. The last candidate's interview was attended by Mayor Swank, the borough manager, personnel committee members Kline and Winters, and council member Boyles.

After the last interview, Donna, Mayor Swank, and three council members, Tina Marie Kline, Marshall Winters, both members of the personnel committee, and council member Don Boyles, debriefed the interviews. Following the debriefing discussion, Mr. Tobias emerged as the consensus choice for the position based on his experience, professionalism, and alignment with the Borough's needs. Next steps would include confirmation of Mr. Tobias's intent to accept the position if offered and approved by the council, as well as the process for reactivating his MPOETC certification.

Mayor Swank and Council President Kline spoke with Mr. Tobias by phone on February 27 to convey the committee's hiring recommendation and to request that he confirm his intent to accept the position by March 2, contingent on council approval. Council President Kline provided an email update to individual council members on February 28.

Council held an executive session on March 2 to discuss hiring Mr. Tobias as police chief. After a robust discussion, there was a consensus among Council members Winters, Emick, Kline, Boyles, and Konkle to hire Mr. Tobias. Mr. Tillson, who was unable to attend the in-person interview sessions, requested a meeting with Mr. Tobias before making a commitment.

On March 4, Mr. Tobias met with Mr. Tillson, Council President Kline, and Mayor Swank. After that meeting, Mr. Tillson expressed his support for hiring Mr. Tobias. Council members were notified individually of tonight's special meeting and the proposed action. Non-selected candidates were also notified of the decision to hire Mr. Tobias. Finally, tonight's meeting was advertised last week in accordance with the Sunshine Law Act.

Beyond that, I want to offer my own perspective on Mr. Tobias. To be clear, these are my thoughts, and others may feel differently.

I understand that there has been public discussion about whether the next police chief should come from within the department or from outside it. Much of that concern seems to stem from an incomplete understanding of the search process and the consistent criteria used to evaluate all candidates.

While I respect the desire to see internal advancement within the department, my responsibility as a council member is to evaluate every applicant based on qualifications, leadership capabilities, and readiness to serve the Borough in this critical role. Choosing someone simply because they are already established within the department may be the easiest and politically expedient path, but it does not automatically ensure we select the individual best prepared to lead.

We interviewed three strong finalists—two internal and one external—all of whom brought substantial law-enforcement experience and ties to Montoursville. In reviewing their backgrounds, I focused on the breadth of their experience, their leadership history, their approach to

community engagement, and their capacity to guide and mentor current and future officers.

During this process, I noted that Mr. Tobias brought a combination of experience at both the municipal and state levels, a progression of leadership and management responsibilities, and a sincere desire to return to the community where he grew up. He emphasized his commitment to developing the next generation of officers and collaborating effectively with colleagues across roles. Additionally, in our discussions about compensation, Mr. Tobias has declined the Borough-provided medical, dental, and vision benefits and requested that the budgeted amount for these benefits be reallocated to the police department's training budget. This reflects a focus on departmental development and long-term improvement.

Based on the information presented throughout the process, I feel that Mr. Tobias is the candidate who best aligns with the qualifications and leadership attributes required for the police chief position. I will be voting in favor of tonight's motion, and I look forward to seeing Mr. Tobias working alongside our current officers, the deputy chief, the mayor, the borough manager, and the council to refine and strengthen the department.

