

**ILLINOIS LAW ENFORCEMENT TRAINING
AND STANDARDS BOARD**

500 S. 9th Street, Springfield, Illinois 62701

**MINUTES OF THE WAIVER REVIEW
COMMITTEE MEETING**

Hilton Chicago/Oak Brook Hills Resort & Conference Center
3500 Midwest Road, Oak Brook, IL 60523

**December 10, 2025
3:00 p.m.**

I. ROLL CALL ~ ESTABLISHMENT OF QUORUM

The December 10, 2025, Waiver Review Committee Meeting was called to order at 3:35 p.m. by Committee Chairman, Director Brendan Kelly. Roll was called by Michelle Mlinar, and a quorum of voting members was established.

Members in Attendance:

Brendan Kelly
Carla Redd
Victoria Scaman
Timothy Tyler

Members Absent:

JoAnn Armenta
Richard Watson

Staff in Attendance:

Keith Calloway
John Keigher
Patrick Hahn
Andrew Janetzke
Michelle Mlinar
Anthony Cobb

Cherylynn Williams
Jason Wolfe

Others in Attendance:

Anthony Sinnott, Holiday Hills PD
Christopher Cooper, Attorney
William Copp, Holiday Hills PD
Chief Milorad Derman, Prospect Heights PD
Jonathan Ngo, Prospect Heights PD
Deputy Chief Mark Pufundt, Prospect Heights PD

II. APPROVAL OF MINUTES

- A. Waiver Review Committee - December 4, 2024, approved and second
- B. Waiver Review Committee - Closed session minutes from Dec 4, 2024

Motion was made by Redd, seconded by Tyler, and carried by all members present via roll call to approve the minutes.

Motion was made by Redd, second by Tyler, and carried by all members present via roll call that closed session minutes will stay closed.

III. CONSIDERATION OF WAIVER APPEAL: ANTHONY SINNOTT

Pat Hahn, Chief Certification Counsel, began by providing a background of the certification and waiver process and stated that it is up to the hiring agency to request an appeal of a waiver denial. He then reviewed the mechanics of this committee as new members were present.

Chief William Copp of Holiday Hills submitted a written appeal for Officer Anthony Sinnott after his initial waiver request was denied. Hahn reviewed Sinnott's employment history, including the most recent termination from Lynwood PD in 2024. Chief Copp read his letter of support for the record – indicating that he has known Sinnott for 12 years and that he believes Sinnott promotes professionalism and respect.

Chris Cooper, attorney for Anthony Sinnott then requested that the committee enter into a closed session because the material to be presented related to the discipline of Officer Sinnott which related to former employment which remains under appeal. Staff acknowledge that Section 2(c)(1) of the Open Meetings Act allows closed sessions for this purpose.

Motion was made by Redd, seconded by Tyler, and carried by all members present via roll call to move into closed session at 3:49 p.m. to discuss officer disciplinary matters pursuant to 5ILCS 120 2(c)(1) of the Open Meetings Act.

Closed session was conducted.

Motion was made by Redd, second by Tyler, and carried by all members present via roll call to move into open session at 4:24 p.m.

Motion was made by Tyler, seconded by Redd, and carried by all members present to move into executive closed session at 4:24 p.m. to deliberate pursuant to 5 ILCS 120 2(c)(37) of the Open Meetings Act.

Closed session was conducted.

Motion was made by Redd, second by Tyler, and carried by all members present to move out of executive closed session at 4:35 p.m.

Motion was made by Redd, seconded by Tyler, and carried by all members present to direct staff to work with the Lynwood Police department to acquire additional information that we are seeking.

Chair Kelly explained to Chief Copp that the body cam footage material would be reviewed, and a decision would be made at a subsequent meeting.

IV. CONSIDERATION OF WAIVER TO APPEAL: JONATHAN NGO

The next item is the appeal from Prospect Heights regarding Jonathon Ngo. Hahn began by reviewing his employment history and explained that the staff decision was based on information from Skokie PD which indicated inappropriate conduct from 2025 in which Ngo struck a restrained detainee in a hospital setting. There is a history of other prior disciplinary issues regarding unprofessional interactions, verbal and physical. In the eyes of Board staff, this pattern of conduct was concerning and warranted a return to the academy. Hahn then introduced a video of the hospital incident which reflected Officer Ngo striking a restrained patient in a hospital bed after exposure to verbal abuse and spitting.

Chief Derman of Prospect Heights addressed the body and introduced a set of exhibits (a list of proposed courses). Chief Derman read a statement indicating that he believes Officer Ngo is a good officer. He advocated for a conditional waiver with a series of in-service courses conducted with in-house instructors to address the specific issues and root causes of concerns. This plan will also put Officer Ngo on probation until 2027. Chief Derman highlighted commendations and accolades for Officer Ngo from his former colleagues. Chief Derman then read Officer Ngo's statement indicating his support for a comprehensive in-service training program and noted that the hospital incident arose out of a challenging and overworked environment the lead to officer burnout.

Chair Kelly asked Chief Derman about Ngo's prior incidents involving loss of temper. Derman responded that Ngo's intervention and addressing of burnout alleviates the concern. Chief Redd inquired as to required versus optional overtime in Ngo's history. Chief Derman responded that Skokie had a large amount of turnover at the time.

Motion was made by Tyler, seconded by Redd, and carried by all members present via roll call to move into closed session at 5:10 p.m. to deliberate pursuant to 5 ILCS 120 4-2(c)(37) of the Open Meetings Act.

Closed session was conducted.

Motion was made by Redd, seconded by Tyler, and carried by all members present via roll call to move out of closed session at 5:18 p.m.

Motion was made by Redd, seconded by Tyler, and carried by all members present via roll call to Deny the waiver appeal for Prospect Heights Police Department; Officer Jonathan Ngo.

Chair Kelly, speaking to Chief Derman, explained the basis of the action and mentioned that staff would be available to discuss these with Chief Derman after the meeting.

V. CLOSING REMARKS

Chairperson Kelly advised that the committee members are thankful for the participants' thoughtful presentations.

VI. ADJOURNMENT

Motion was made by Redd, seconded by Tyler, and carried by all members present via roll call to adjourn the meeting at 5:24 p.m.

