

# BOLO

## Be On the Lookout

The Newsletter for The Los Angeles Airport Peace Officers Association



[www.laapoa.com](http://www.laapoa.com)

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APRIL 2013

## Details of Confidential Rouzan Case Made Public

### Finding of Facts

Upon hearing and considering all of the evidence (testimonial and documentary), the following facts have been found:

1. The Appellant was provided with a "Skelly package" proposing his discharge from employment. Chief Hyams served as Skelly officer and sustained all six allegations against Appellant upholding the proposed termination. (DX 3)
2. The Appellant received an original appointment to Special Officer III (Airport Police Officer) on October 9, 2000 at Los Angeles World Airports (LAWA). He was assigned to the Airport Police Division, Van Nuys Section, on a 4/10 work schedule.
3. On January 13, 2009, the Appellant received a Notice to Correct Deficiencies for violation of Department rules.
4. On May 16, 2005, the Appellant received a five-day suspension for job performance below standards. (DX 4)
5. The Appellant had been engaged in an ongoing dispute with his neighbor, Wael Elmaksoud, since at least 2008 when their business partnership was dissolved under contentious circumstances. Each party had filed numerous court actions against the other including Requests for Orders to Stop Harassment.
6. In approximately 2008, Appellant received a \$4,000 judgment against Elmaksoud.
7. In May 2010, Appellant filed for a writ to execute on the judgment.
8. Three Citizen Complaints dated November 26, 2010, were sent to the LAWA Office of Ethics and Business Conduct alleging an incident on October 15, 2010, where Appellant supposedly ran down the street pointing a gun at Victor Gonzalez and Gary Williams.
9. The Department began an investigation of Appellant.
10. On October 15, 2010, Appellant was at home sleeping when he was awoken by his son telling him that three men were at the front door.
11. Appellant shouted profanities at the men and ordered them to leave his property.
12. Approximately 15 minutes later, two men returned to Appellant's front door. Appellant again ordered them to leave.
13. Appellant called the LASO for assistance.
14. LASO advised Appellant that they were already en route based on another call for service to his location.

15. Appellant waited for over an hour in his home for the arrival of the LASO. He then made a second call to LASO to inquire what happened.
16. LASO advised Appellant that the deputies had cleared the location because no crime had occurred. Appellant asked the LASO to respond so he could speak to them.
17. LASO responded later that evening and advised Appellant that an earlier caller alleged he brandished a weapon.
18. On December 9, 2010, Appellant was advised that he would be interviewed by LASPD Internal Affairs.
19. On August 24, 2011, LAXPD Sgts. Beacom and Handley interviewed Appellant as part of their investigation of the October 15, 2010, incident. Appellant invoked his Miranda right to remain silent and refused to sign an acknowledgement of that right and the Lybarger warning given to him. The interview was recessed.
20. On September 7, 2011, Appellant was interviewed by Sgts. Beacom and Handley after invoking his Miranda right and still refusing to acknowledge the Lybarger warning.
21. On October 14, 2011, Appellant was served a Notice of Intent to Administer Disciplinary Action.
22. On November 8, 2011, Appellant participated in a Skelly hearing.
23. On May 22, 2012, Appellant was discharged from employment with the LAXPD.

### Conclusions of Law

There was no credible evidence to sustain any of the charges against the Appellant. The Citizen's Complaints dated November 26, 2010, filed by Victor Gonzalez, Gary Williams and Wael Elmaksoud made allegations that were unfounded.

### Recommendations

This Hearing Examiner respectfully recommends that the Board of Civil Service Commissioners find that the Skelly provisions were met and that there was insufficient evidence to sustain any of the charges against the Appellant. Further, it is recommended that Appellant be returned to his former position with no loss of wages and/or benefits.

*Dated: December 12, 2012*

To view the full Rouzan Hearing Examiner Decision, go to [www.laapoa.com/archives.php](http://www.laapoa.com/archives.php).

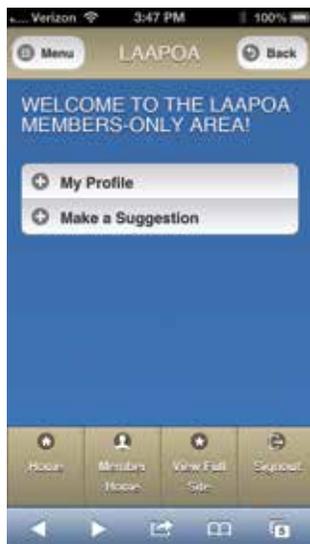
## LAAPOA Has Gone Social

In case you haven't noticed, LAAPOA has been using Facebook, Twitter and LinkedIn. In an effort to raise the level of communication with our membership, the communities we serve and those who support our brave men and women, we've "gone social!" "Like" our Facebook page and join in the conversation with others just like you. Follow us on Twitter for up-to-the-minute information, or connect on LinkedIn.



In addition, we're very excited to present the new LAAPOA mobile site. Using your smartphone, scan the QR code here to check it out. Install the Home Screen app icon to your desktop for quick and easy access.

Thanks for your continued support and we hope to see you on the Web.



**LAAPOA GENERAL MEMBERSHIP MEETING (ONT)**  
**ONT Safety Base — Thursday, April 25**  
**0900–1200**



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*BOLO* is a publication of the Los Angeles Airport Peace Officers Association (LAAPOA). Opinions expressed by individual Board members or contributing authors in this publication do not necessarily reflect the opinions of the entire Board.

The Board of Directors meets on the third Thursday of each quarter at the LAAPOA Headquarters.

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## On Combat

By Lieutenant Colonel Dave Grossman  
U.S. Army (ret.)

*Lieutenant Colonel Dave Grossman retired from the military after serving in the U.S. Army as a sergeant and platoon leader, as well as a parachute infantryman, a U.S. Army ranger and a teacher of psychology at West Point. Worldwide, police officers know and respect Dave Grossman as an author, guest speaker, educator and highly qualified expert on the physical effects of stress created by violence — ranging from tunnel vision and changes in sonic perception to post-traumatic stress disorder.*

*In support of LAAPOA and all LAX police officers, Dave Grossman has generously granted permission to publish the following excerpts from his book, On Combat, which is available at <http://www.killology.com/bio.htm>.*

### PTSD: Re-experiencing the Event, and Fleeing From the Puppy

“Thaine High of Oceanside can’t stand the smell of meat on a barbecue. High was a graves registration officer in Europe [in World War II]. He and his eight-man squad picked up more than 1,700 corpses from the front lines in France, Belgium, Germany and Czechoslovakia. ‘The worst thing were the tank battles,’ he explains. ‘If a tank was hit and burned, you had to wait until the tank cooled down, sometimes two or three days. We’d get the five names of the men who were in it from the tank commander. After the tank cooled down, we’d go in and open the hatches and try to get some kind of remains from the bodies. If we were lucky, we’d find an arm, a leg, or a foot, sometimes a skull.’ His voice quivers. ‘To this day I can hardly stand to have a barbeque because it reminds me of burnt flesh.’” — David Weddle, “Secrets at the Bottom of the Drawer”

This is truly the “Bible” of psychiatry and psychology, or the “Big Book of Crazy,” as one of my psychology professors used to put it.

If you look at the extract from the DSM, it looks a little complex at first, but it is really straightforward and simple. To have PTSD you must have two from column A, one from column B, three from column C, and two from column D. Kind of like a Chinese menu.



### Want to Stay Informed?

Please visit us online and read  
The Law Enforcement Legal Reporter at  
<https://laapoa.com/membersonly/officer-safety.php>

First, look at paragraph A. To be at risk for PTSD, you must be exposed to a traumatic incident in which two things occur. First, the incident must be a life-and-death event that involves actual or threatened death or serious injury to you or to others. As a warrior, exposure to such events is not preventable. Your *job* is to move to the sound of the guns, to deliberately go into the realm of violence, death and destruction.

The second element that must occur is for you to respond to the exposure with *intense fear, helplessness or horror*. When I am training police officers they usually have copies of my handouts, and I always tell them to underline those four words. A little bit of fear can manifest itself as Condition Red, and this can be a useful response, but *intense fear, helplessness and horror* is what we have defined as Condition Black, and we know that this is not a desirable thing. As S.L.A. Marshall noted, fear in combat is ever present, “but it is uncontrolled fear that is the enemy.”

Now, you cannot do anything about the exposure to a life-threatening situation — as a warrior it is your *job* to go into danger — but you *can* do something about how you respond to it. This is critical because if you do not feel a sense of intense fear, helplessness or horror, there is no PTSD.

You create fear, helplessness and horror by being a sheep. You prevent it by being a sheepdog, a warrior. If there is no sense of helplessness because your training has taught you what to do, there is no PTSD. If there is no horror because you have been inoculated against seeing blood, guts and brains, there is no PTSD. If there is no intense fear, meaning that your heart rate does not shoot up to 175 bpm because you use tactical breathing, there is no PTSD.

## Mark your calendars

### 2013 Challenge Cup Relay — Baker to Vegas Race

[www.facebook.com/bakervegas](http://www.facebook.com/bakervegas)  
Saturday and Sunday, April 13-14

### 2013 Annual Tommy Scott Memorial Events

Memorial Run: Wednesday, April 24  
Memorial Ride: Sunday, April 28  
Candlelight Vigil: Monday, April 29

### 2013 California Peace Officers' Memorial Ceremony

[www.camemorial.org](http://www.camemorial.org)  
Candlelight Vigil: Sunday, May 5  
Enrollment Ceremony: Monday, May 6



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# MAGIC MOUNTAIN CLUB MEMBER PRIVATE PARTY

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 FROM 6PM - MIDNIGHT**

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 & Admission**

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**TICKET PRICE GOING UP APRIL 23<sup>rd</sup>**



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