



BACKING the BADGE

“Serving those that serve us.”

Newsletter Volume 1 Summer Edition by Gary M. Bush

Welcome to Volume 1 of the Backing the Badge Newsletter, summer edition 2014. My name is Gary Bush, and I am the Senior Director of Law Enforcement Relations for ENCOMPASS, LLC. ENCOMPASS is a company based in Grand Rapids, Michigan that provides employee assistance programs to various companies and corporations nationwide. ENCOMPASS recently introduced an entirely new employee assistance product line geared specifically for the law enforcement community and their spouses/families. Before I tell more about this product line, let me tell you a little about myself.

I was in the U.S. Army Military Police for three years which I spent in Germany. After my discharge, I spent over 30 years as a sworn officer in Florida. I worked for a small, rural, Police Department for six years, and two mid-sized Sheriff's Offices the remainder of the time. I served as a Patrol Officer, Field Training Officer, Property Crimes Detective, Major Crimes Detective, Patrol Sergeant, Field Training Sergeant, and Special Operations Sergeant to include Community Policing, Grant Coordinator, and Traffic Unit Supervisor. I left law enforcement in October of 2008, and I spent the next 5 years as the national metal theft spokesperson and National Law Enforcement Liaison for the Institute of Scrap Recycling Industries in Washington, DC. I recently came on-board at ENCOMPASS as their Senior Director of Law Enforcement Relations to help design and implement this much needed service to serve all of our law enforcement brothers and sisters around the country. Additionally, I am a Certified Life Coach, Certified Solution Focused Coach, and Certified Transformational Coach, and have the Individual and Group CISM courses. I have been an active member of the Fraternal Order of Police since 1980.



To help design and implement a program of this magnitude for law enforcement is certainly not a task I could accomplish alone. In addition to the dedicated and highly trained staff already in place at ENCOMPASS, Michael Saxe was brought on-board as ENCOMPASS' National Director of Critical Incident Stress Management (CISM) and Peer Support Services. Michael has impressive credentials as well, and spent time as a police officer and a detective as well as a firefighter. Michael

is the Chairman of the Marion County Board of Adjustments and a full member. (Florida) He is the President of the Ocala, Marion County CISM Team and Co-founder and National VP of the American Police Veterans. He served as a DELPHI panelist on the Law Enforcement Family Readiness Initiative. Michael also served as a Detective, New York City Police Department and was also in the Employee Management Division, Early Intervention Unit. Following 9/11/2001, in which Michael was a witness and survivor, he was the primary charge person for CISM (on the peer support level) of all NYPD Detectives (specialty units and the Detective Bureau). He served on the board and remains a member of the Police Self-support Group. He served on the board of the NYS Fraternal order of Police, State level, where he represented 30,000 law enforcement professionals combining positions of managerial, advisory and supervisory roles. He also served as ED for the Central Florida Concerns of Police Survivors. He is currently an approved ICISF instructor in several CISM categories. You may contact Michael at msaxe@encompass.us.com.



“Backing the Badge” Service Line

ENCOMPASS recognizes that the demands faced by law enforcement officers and their family members are unique, and in response, has expanded and developed our service line, “Backing the Badge” to provide support for law enforcement. ENCOMPASS provides comprehensive, confidential services to convey information, tools and resources geared specifically for law enforcement officers and their family members. The service line includes Employee Assistance Programs (EAP), presentations, training/seminars, Critical Incident Stress Management (CISM) and coaching based upon the needs as identified by either the organization, or, the individual. A key factor in putting the vital pieces together for “Backing the Badge” is on-going and intentional collaboration with former law enforcement professionals to author a service line that is fluid and relevant. Our experienced law enforcement professionals have worked in numerous capacities as well as being trained as coaches and CISM Instructors/Facilitators. Combining ENCOMPASS’ behavioral health and consultation expertise with law enforcement experience provides agencies, departments and law enforcement officers and their family members opportunity to be at their best. For information on our services, check out our new website at www.backingthebadge.com.



ENCOMPASS Participates in Recent MACP Conference

ENCOMPASS CEO Alison Brown and I participated in a recent conference held by the Michigan Association of Chiefs of Police in Bellaire, MI. At the ENCOMPASS booth, Alison and I had the opportunity to meet and chat with many police chiefs from around Michigan. It was a great opportunity to discuss the many problems facing today’s law enforcement officers, both on and off the job, and to talk about the services that ENCOMPASS can provide to LEOs and their families. ENCOMPASS also co-sponsored the closing night awards banquet. There were numerous awards of valor and honor presented to various LEOs from around Michigan. The Police Cross was presented posthumously to the two LEOs killed in the line of duty in Michigan in 2013. This was an

emotional ceremony, and ENCOMPASS was honored to be a part of it. We are looking forward to participating in upcoming law enforcement conferences.

ENCOMPASS Participates in the NOBLE Conference

ENCOMPASS also participated in a conference recently held by the National Organization of Black Law Enforcement Executives (NOBLE) in Grand Rapids, MI. We met with and had some great conversations with many of the attendees, which included officers through the rank of Chief of Police. ENCOMPASS has already agreed to have a booth at next year's conference in Indianapolis. We have also requested to conduct a workshop at this conference, as well.

The Backing the Badge newsletter will be distributed periodically to keep the law enforcement community updated on events that might be relevant. If you have any questions about ENCOMPASS or the law enforcement service line, please feel free to contact either ENCOMPASS or myself. If any of you have any news or comments that might be of interest to our fellow LEOs in an upcoming edition of our newsletter, please send them to me at the below email address.

If you are a member of LinkedIn, send me an invite and join my nationwide LEO network of over 4000. https://www.linkedin.com/profile/view?id=277123719&trk=nav_responsive_tab_profile

BADGE & BALANCE: Helpful Hints

By Dr. Alison Brown

When was the last time you did something that was enjoyable for you or your family – e.g., taking a walk, or enjoying a hobby? If your answer is “too long” maybe it's time to check your balance. Brief activities with friends and/or family members that focus on interests outside of your work may reduce stress and increase enjoyment of life!

Gary Bush, CLC, CSFC, CTC, CISM
Senior Director of Law Enforcement Relations
(352) 433-2477 Office (Florida)
gmbush@encompass.us.com

ENCOMPASS, LLC
4829 E. Beltline Avenue, NE Bldg. #1
Grand Rapids, MI 49525
(800) 788-8630
www.encompasseap.com