

ORDERS OF EXECUTIVE COUNCIL

The following Orders were passed by Executive Council during the July 2 to September 3, 2019 period:

- O.046-2019:** Order to amend Education Programming
- O.047-2019:** Order to authorize TMJV 2371 Raven Lane Agreement
- O.048-2019:** Order to approve the Annual Rates Regulation
- O.049-2019:** Order to appoint T. Madhur to the Implementation Committee
- O.050-2019:** Order to call the Legislative Assembly Special Session for August 2019
- O.054-2019:** Order to amend DP-2016-11
- O.055-2019:** Order to appoint B. Smith to the FAC
- O.056-2019:** Order to appoint B. Smith as Signing Officer
- O.057-2019:** Order to appoint M. Adams as Enrolment Registrar
- O.058-2019:** Order to amend the Zoning Regulation
- O.059-2019:** Order to authorize signing of the FFA
- O.060-2019:** Order to authorize Traffic Study Road Closure
- O.061-2019:** Order to appoint B. MacDougall as the Judicial Council Chair
- O.062-2019:** Order to authorize the BC Ltd Line of Credit
- O.063-2019:** Order to appoint the Enrolment Appeals Board
- O.064-2019:** Order to amend the Post-Secondary Education Policy and the Employment and Training Policy

LAND FACING THE SEA

Fall 2019



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TSAAWASSEN FIRST NATION

ʔəy' sweyal. This quarterly issue of *Land Facing the Sea* is a summary of actions taken by the Tsaawwassen government from July to September 2019.

Building a strong future. Building a strong community.





COUNCIL'S CORNER

Dear Members,

The quarterly Land Facing the Sea publication (previously named Council's Corner) is an opportunity for Executive Council (EC) to report back to Members on the work of the entire government from the previous three months.

By reading through this document, you can get a sense of what your Government has been doing for you in the past quarter. Although EC guides the decisions made by the Government Administration, it's important to note that nothing would be possible without the hard work and dedication of the staff.

We would also thank Members for their important contributions to our Government. Your input and continued participation in our institutions, programs and services are essential to our decision-making processes.

This past quarter, like those before, has been full of exciting events, honoured traditions, and important work. We were pleased to secure the leadership of new CAO Braden Smith, who will be able to manage the TFN Government as a whole and move it forward in the right direction.

Executive Council had excellent opportunities to consult with Members during the past quarter in events such as the Members Gathering, the Elders Consultation Retreat, and we are planning to resume the Breakfast with EC event in the near future.

The Members Gathering, in particular, was a wonderful way to meet with both on- and off-Lands Members and listen to their feedback; this valuable contribution from our members informs the work that we do on a number of files and is much appreciated.

Members Gathering was also a time to elect new members to the Natural Resources Advisory Committee and the Advisory Council. We welcome the newly elected members to both those vital bodies, while giving thanks and holding our hands up to those members who served the previous term.

As well, Aug. 1 saw TFN hold a by-election to fill three vacancies for the Legislature, and on Aug. 8 those new Legislators were sworn into office to fulfill their duties to the Nation. We are honoured by their decision to represent and serve the Tsawwassen People.

On Aug. 8, TFN held a special session of the Legislative Assembly, bringing together the 14 Members of our elected Government for the first time since the General Election earlier this year in April. It was encouraging to see everybody come together and work on our common causes and goals.

EC is excited about the next quarter to come. With your ongoing support and help, we are moving forward.



Chief Ken Baird
(swənnəset)



Laura Cassidy
(sxʷamisaat)



Louise Ahlm
(halquam a tia)



Steven Stark
(sləqsit)



Valerie Cross-Blackett
(chemkwaat)

TFN ADMINISTRATION

New Chief Administrative Officer

On July 25, Chief Ken Baird announced the hiring of Braden Smith to the vacant position of Chief Administrative Officer, a position he officially began on Aug. 26.

Smith was formerly a Chief City Planner for the City of Winnipeg, and before that, CAO for the District of Tofino. His background as a land use planning leader and local government public servant, combined with his Master's Degree in Urban and Rural Planning, provided for the sort of strong leadership necessary to implement the vision of Chief and Executive Council.

Smith took over from Acting CAO Adrian Gibson, who had been filling the role for several months while TFN sought out a permanent leader for the organization.



Just one month after beginning as CAO of TFN, Braden Smith is seen here speaking at the Annual Members Gathering at the River Rock Casino in Richmond.

EDUCATION AND SKILLS DEVELOPMENT DEPARTMENT

Summer Student Placement Program

Tsawwassen First Nation's Education and Skills Development Department was busy this summer running a career placement program for students aged 13-25.

The program was designed to bring awareness to all the possible jobs and careers TFN has to offer, while providing work experience in those fields.

The positions available were based on the students' own career goals and TFN gave the youth guidance and support in their individual job placements.

In total, 17 youth worked with TFN this summer, giving them a full schedule of learning and working in their new positions.

We had students working in the following positions: Daycare worker, Elders worker, Administrative Assistant, Information Technologist, Fisheries and Natural Resources, Youth worker, Compliance and Enforcement, Archaeology, Lands Assistant, Public Works, and Communications.

The TFN Managers and supervisors were supportive of the Youth, helping to ensure a successful outcome for them over the summer.

TFN also provided cultural learning, including a carving class with TFN artist Karl Morgan.

Lastly, the Youth participated in a few leadership training programs and outings with the TFN Youth Centre, where they learned life skills such as boat safety and firearms safety.

These summer student positions provided Youth with the opportunity to build meaningful work experience, increase their skills, gain workplace insight and prepare them for the future to grow into successful, contributing adults.



Seth Williams (top), worked with the Information Technology Department, while Amy Splockton experienced what it was like manning the front desk in TFN Administration's busy reception area

TFN 3rd Annual Youth Olympics

Only July 10, the Education and Skills Development Department, through the Youth Centre, hosted its Third Annual Youth Olympics at the TFN Sports Field.

The focus of the Olympics was more on participation and team building, rather than winning. Youth were given the opportunity to design their own team colours and costumes.

The event was just one of several designed by TFN to provide Youth with meaningful activities during the summer break.

Cedar and Wool Weaving Workshops

On Tuesdays, the teens and pre-teens participate in a Carving Class with Karl Morgan. They learn the fundamentals of carving and gain experience to the point where they are able to carve their own pieces, some of which have already been featured at various events and activities.

In the Afterschool Program on Tuesdays, youth are participating in a cedar weaving class with Holly Williams. The youth have loved taking on cedar weaving class, having already made a headband and bangles. In November and December, the class will be tackling pouch baskets and rope necklaces.

Reconciliation at Delta School District

The Delta School District unveiled a new house post at their board office in Ladner on Sept. 30, coinciding with Orange Shirt Day and commemorating the survivors and victims of the Indian Residential School system in Canada.

In an emotional ceremony that included drumming from the *scewathen t̓el̓el̓* and speeches from Elder Ruth Adams, Chief Ken Baird and others, the house post was unveiled amid a sea of orange shirts.

The post was brushed by Members, while Wilapia offered a prayer. Dickie Louis of Musqueam Nation served as Speaker.

Artist Karl Morgan thanked the Delta School District for commissioning the post and said many students had come to his carving shed at TFN to learn about Truth and Reconciliation.



GOVERNMENT SERVICES AND POLICY AND INTERGOVERNMENTAL AFFAIRS DEPARTMENTS

Communications and Publications

Government Services, in collaboration with Policy and Intergovernmental Affairs (PIGA), worked to produce TFN's three most important publications during the past quarter.

PIGA produced the 2019-2020 Service Plan, a document which outlines all of the budgetary spending for the Tsawwassen Government over the next fiscal year, as outlined in the Appropriations Act, passed by the Legislature in March 2019.

Government Services created the 2018-2019 Annual Report and Summary of Key Achievements booklets. These publications are intended as companion documents to the previous year's Service Plan (along with the 2018-2023 Strategic Plan), as they look back at the goals and objectives of last year's fiscal plan and measure the level of success.

All of these publications are available in physical form at the TFN Administration Office, or online at tsawwassenfirstnation.com under "Reports and Publications."

TFN's website also received a makeover this quarter, changing its style and colours to conform to the 2018 Visual Identity Guide approved by the previous Executive Council.

Fiscal Financing Agreement (FFA)

After several years of negotiations, which intensified from 2017 through 2019, TFN, Canada and BC signed the first updated Fiscal Financing Agreement (FFA) since Treaty effective date in 2009.

The new FFA increases Tsawwassen's block funding by about \$5 million annually. Chief Ken Baird, Elder Ruth Adams, and Executive Councillors Steven Stark, Valerie Cross-Blackett, and Louise Ahlm attended an event on Aug. 27 with Minister Bennett and the leaders of several other self-governing indigenous governments in order to celebrate a step forward in the implementation of Canada's Collaborative Self-Government Fiscal Policy.

Ministerial meetings

On Aug. 28, Chief Ken Baird traveled to Victoria to meet with the Honourable Carole James, Minister of Finance, on several fiscal matters of importance to TFN including the expiration of the property tax exemption, the cost of policing, and improved funding support for TFN programs and services through the FFA.

During the Union of BC Municipalities Convention (UBCM), which took place from Sept. 23-27 in Vancouver, Chief Baird and Councillor Stark met with Honourable Carole James, Minister of Finance.

During UBCM, Chief Baird and Councillor Stark also met with Minister Farnworth (Public Safety and Solicitor General), Minister Fraser (Indigenous Relations and Reconciliation), Minister Robinson (Municipal Affairs and Housing), and Minister Trevena (Transportation and Infrastructure).

By-Election produces three new legislators

With three vacancies in the TFN Legislature, a By-Election was held on Aug. 1, with 88 ballots being cast for seven candidates. The elected Members were Melinda Cassidy, Terri Splockton, and Marianne Adams. They were sworn in during a legislature session on Aug. 8, at which time a new Squigel (speaker) was also elected: Steven Stark.



Special Session of Legislative Assembly

A special session of the Legislative Assembly was held in August and took place over two sitting days. The session was called to consider the Act to Amend the Defining Eligibility for Membership Act, which passed and extended the dual membership ineligibility transition period contained within the Defining Eligibility for Membership Act until June 5, 2022.

RBT2 – Joint Review Panel

On Aug. 26, TFN made its written closing remarks to the Joint Review Panel for the Roberts Bank Terminal Expansion, as part of the regulatory review process for the project. These remarks will assist the Joint Review Panel in preparing a report, expected to be released early in the new year. The federal government will then decide whether or not to approve the project.

2019 Members Gathering

Members from all over Canada and the United States joined together again from Sept. 27-29 in Richmond's River Rock Casino for the annual Gathering. The eighth event of its kind, Members gathered to catch up and socialize, meet new TFN staff, and participate in workshops and seminars.

Members also voted for the new Advisory Council and Natural Resources Advisory Committee.

Natural Resources Advisory Committee

Male Fisherpersion: Steven Stark

Female Fisherpersion: Ruby Baird

Youth: William Genge

Elder with Traditional Gathering Knowledge: Mabel Williams

Elder with Fishing Experience: Kathy Genge

Member who is not a Fisher: Laura Baird

Hunter: Vacant

Advisory Council (in no particular order)

1. Ruth Mary Adams
2. Laura Baird
3. Trent Genge
4. Nikki Lorenz
5. Dawn Williams
6. Liana Williams
7. Mabel Williams



TFN Membership Growing Bigger

As of Sept. 30, 2019, TFN's Enrolment Committee announced membership had reached 493 Members, composed of 248 females and 245 males.

The report also indicated that 201 Members now live on Lands, while 292 are living off Lands. For a demographic breakdown:

Ages 0-9: 73	Ages 40-49: 50
Ages 10-19: 116	Ages 50-59: 37
Ages 20-29: 87	Ages 60-69: 41
Ages 30-39: 77	Ages 70+: 12

HEALTH AND SOCIAL SERVICES DEPARTMENT

Empowerment Program brings healing

In September, TFN secured a contract to bring Gitanmaax Member Warren McDougall of Carrier Nation to TFN Lands to present a new First Nations Empowerment Program for Members. To date, Warren spent much of his time meeting community Members and introducing them to the program.

The program is designed to help people understand how the use of drugs and alcohol, crime and violence, community conflict, poverty, and hopelessness that impact indigenous communities are all a result of colonization.

The intent of the program is also to help Members understand that healing is possible and explores ways of achieving that. Participants share a meal and talk about their experiences in terms of what works for them and what doesn't, with the goal of finding ways to heal.

In aftercare, participants work to build new attitudes, skills, and strategies that will help them get more of what they want in life and less of the things they don't.

Warren McDougall is a Program Coordinator for Sage Counselling and Addiction Services, based out of Burnaby, where he is also a counsellor and facilitator, specializing in addiction, grief, and trauma.



TFN diversion program

In ongoing cooperation with Delta Police, TFN's diversion program has continued to see success in supporting Members toward counselling and other services that do not require using the criminal justice system.

The aim of the program is to provide Members with community based healing and recovery options that have provided better outcomes for participants. This program has been particularly effective for Youth, with none being charged with an indictable offence for more than five years.

All Nations Elders Lunch

The Elders program continues to provide Elders with outings and event opportunities to socialize and meet with members from other Nations.

On July 16, HSS hosted an All Nations Elders lunch with the help of Delta Police (who cooked the food) and the Youth team. TFN hosted about 120 Elders from Katzie, Upper and Lower Squamish, Musqueam, Vancouver Island and Kwantlen.

This was a very well received event with a number of Elders who were in attendance continuing to give positive feedback to HSS staff at the Members Gathering in September.

TFN Elders also went to a number of other Nations to spend time with other Elders and build and strengthen relationships in both Upper and Lower Squamish and Katzie.

Elders and Youth working together

Increased participation between the TFN Youth Centre and TFN Elders program continues to build and strengthen the knowledge transfer between youth and Elders within the TFN community.

The Elders have hosted cedar weaving and canning workshops for Youth, and coordinated a Youth/Elders beach barbecue

HSS also started an art hive at the Youth Centre on Tuesday nights to allow drop-in access to art therapy, as well as fostering connections with both community members and staff. This program has been very well attended.

Elders Gathering

On July 23, TFN Elders attended the annual Elders Gathering in Vancouver. This was the highest attendance we have had from TFN Elders, with 19 attending to join over 1800 Elders from Nations all over BC.

This was a fantastic event and our Elders are looking forward to attending the 2020 Elders gathering at the same venue.

Blue Cross coverage for Members

First Nations Health Authority switched over to Blue Cross coverage in September, covering Medical Supplies and Equipment, Vision and Dental Care.

TFN HSS staff helped dispense information regarding this switch in coverage and also worked to assist many Members in signing up for the new coverage, such as having an FNHA worker present for all three days of the Members Gathering. HSS also helped Members access reimbursements for services and supplies paid out of pocket.

HSS continues to work to educate local service providers regarding the switch in coverage and are seeing a very positive shift in accessibility for services and supplies.



TFN hosted an All Nations Elders Lunch on July 16, with the help of the Delta Police and TFN Youth. There were 120 Elders from Katzie, Upper/Lower Squamish, Musqueam, Vancouver Island and Kwantlen.



LANDS AND PLANNING DEPARTMENT

TFN opens first leaseholder public park

Tsawwassen First Nation celebrated the grand opening of its first public park built in a leaseholder area with a community picnic on June 28. Located at the base of Osprey Road, south of Blue Heron Way, the park was officially opened with a ribbon-cutting by Chief Ken Baird and TFN Youth.

The park was designed and built by Aquilini Development Group as part of their ongoing Tsawwassen Shores residential community project. Osprey Park is a multi-use green space featuring a basketball court, playground, picnic area and walking paths.

Elders Consultation Retreat

Following Executive Council direction to prioritize the Elders Centre project, an Elders Consultation Retreat was organized at the Matches Restaurant of the Starlight Casino in New Westminster on Aug. 28.

The intent was to incorporate Elder input on the location, size, design and programming aspects of the proposed Elders Centre. All Elders and would-be Elders (50+ age group), were invited via extensive outreach to the Membership.

The retreat was attended by 20 would-be Elders and Elders, including one off-lands member plus eight staff members from the Lands and Health & Social Services departments.

Executive Councillor Steven Stark provided opening remarks and general facilitation of the event followed with prayers by Elder Ruth Adams.

The rest of the schedule consisted of breakfast, a brief presentation by staff and break-out sessions in four small groups, summary conclusions from each group, lunch and free time for the attendees.

Honorariums were paid to all participants and five door prizes were drawn as well. Staff received favourable feedback from Elders on the retreat; however, there was a desire for continued consultation throughout the project delivery process. Most of the attendees were very eager to see the project implemented.

Executive Council thanked all the participants and requested additional Elder input from those who were unable to participate. All would-be Elders and Elder Members on and off lands who were unable to attend the day-retreat were mailed the questionnaire.

Staff followed up the event by reaching out via phone/email, while using the Member's Gathering event for further feedback opportunities.

Housing Renovation Grants

Indigenous Services Canada increased their housing renovation grants to \$40,000 per member household from the previous amount of \$14,000. TFN's Housing Planner has succeeded in obtaining this grant for 13 members so far and continues to work with members to obtain much needed investment in our housing stock.



TFN hosts a ribbon-cutting ceremony at Osprey Park. From left: Raven Wilson, Chief Ken Baird and Bella Stark.



Executive Councillor Steven Stark (top left) observes round table discussions between TFN Lands Staff and Elders attending the Elders Consultation Retreat in New Westminster.

TFN Receives \$6 Million For Community Youth Centre

Tsawwassen First Nation was one of six communities in British Columbia on Sept. 6 to receive culture and recreation infrastructure grants from the federal and provincial governments.

Canada provided \$5,024,025 in federal funding, while the province of British Columbia contributed \$1,004,805 toward TFN's new Community Youth Centre, to be constructed at the corner of Falcon Way and Tsawwassen Drive. The monies were provided through a grant application made by TFN's Policy and Intergovernmental Affairs grant writer.

Federal Minister for Public Services and Procurement and Accessibility and Member of Parliament for Delta, Carla Qualtrough, made the funding announcement jointly with B.C.'s Minister of Municipal Affairs and Housing, Selina Robinson.

The Community Youth Centre is currently under construction and when completed it will be a two storey building with a capacity to accommodate up to 400 people at once.

Speed Watch Volunteer Program

With the return of school and children walking to and from the school bus, TFN worked with Delta Police and ICBC in their ongoing quest to keep our roads safe from speeding cars.

The Speed Watch is a B.C. program with over 20 years of partnership between police agencies, ICBC and volunteers, aimed at educating the public about their speed. ICBC provides the equipment and training, police provide support for volunteers and enforcement when necessary.



Chief Ken Baird speaks at the TFN Sports Field on Sept. 6, while B.C.'s Minister of Municipal Affairs and Housing Selina Robinson looks on.



NATURAL RESOURCES DEPARTMENT

First Fish Ceremony 2019

On July 18, the Natural Resources Department held the annual and traditional First Fish Ceremony, with strong participation from Youth and Elders alike.

The day had beautiful weather, and the event went smoothly as the day progressed. Several Members spoke powerful words of thanks to Brother Salmon for nourishing the Tsawwassen people once again in 2019 and blessed him in the hopes of another good year in 2020.

Special thanks goes to the staff, community members and the volunteers who attended the event. This year, TFN had three boats participating, releasing a fish at Canoe Pass, Captain's Cove Marina, and at Deltaport.

The Youth designated to feed the river were Auggie Genge in Robert Genge's boat, Connor McCauley in Ruby Baird's, and Seth Williams was on Jason Morgan's vessel.

Elder Shirley Larden was on Ruby's vessel for guidance, while Elder Ruth Adams was with Robert. Along with our Youth we had many TFN members and staff on board to support this important and powerful ceremony.



Natural Resources Enforcement Actions

In collaboration with officers from the federal Department of Fisheries and Oceans (DFO), the department made four enforcement or seizure decisions over the past quarter pertaining to:

- violations of the recreational crab fishery (size limits, marking of gear, harvesting over quota)
- illegal harvest of lingcod; and
- recreational salmon violations

The good news is that none of the seized fish went to waste. Fish that were seized from fisheries compliance checks with DFO were donated to OWL's raptor rehabilitation programs.

Training and Education

As our officers have previously been involved in assisting with three other marine mammal strandings during the course of the past summer, the Natural Resources Department participated in Marine Mammal Stranding and Refloatation Training.

HUMAN RESOURCES DEPARTMENT

Health and Safety and Emergency Preparedness Training

Human Resources (HR) took several steps over the past quarter to improve Health and Safety (H&S) among employees by working to develop a H&S Manual and H&S Standards. As well, Engineering Services (Facilities, Utilities, Public Works and Engineering) implemented an H&S program, including monthly safety meetings for staff.

H&S includes meeting with managers regarding health and safety in their department and the staff requirements for Personal Protective Equipment (PPE). TFN will use collected information to develop a PPE Policy which will set PPE standards organization-wide. As well, HR will develop Safe Work Practices and Safe Work Job Procedures to ensure all employees know how to do various tasks safely, with education distributed via a monthly 'Safety Moment' in the Community Newsletter.

HR also took strides in Community Emergency Preparedness, issuing a notice in the newsletter and internal email regarding 'Shakeout BC 2019' with information on what to do in the event of an earthquake.

TFN provided training for 15 TFN staff on Emergency Operations Centre (EOC) Level 1. HR will soon receive EOC Kits which are portable and will allow TFN to set up an EOC off TFN lands if necessary.

TFN is working with the City of Delta to develop an evacuation Plan in the event of an emergency, and is applying for grants for additional EOC training and the development of tabletop exercises for emergency preparedness.

HR is currently collaborating with the Language and Culture team from the Education and Skills Development Department to apply for Indigenous focused grants for "Cultural Safety and Cultural Humility" training for emergency management personnel.

Food Distribution

The First Nations food, social and ceremonial (FSC) Chinook Food Distribution for the season was completed, with each TFN Member receiving five fish and each TFN Member child receiving three fish. There were three fisheries openings for FSC Chinook this season.

There was an increase in food fish distribution levels of the Chinook (spring)salmon from the previous years numbers authorized by Executive Council.

Although Chinook is not the predominant fish for distribution at TFN, this increase in numbers was greatly appreciated in the face of challenges surrounding Sockeye attributed to the landslide in the interior at Big Bar.

In late June, a landslide in a remote canyon along the Fraser River north of Lillooet was reported. Huge pieces of rock from a 125-metre cliff had sheared off and crashed in to the river. Based on the magnitude of the obstruction, salmon migrating upstream were impeded from naturally proceeding beyond the landslide.



Human Resources held a staff appreciation event on July 24, with managers from each department cooking a BBQ for staff in the picturesque views of the TFN estuary behind the Admin Building.



Fifty TFN Staff members wore orange shirts on Sept. 30 to commemorate and remember the impact and trauma caused by Canada's Indian Residential School system. The logo was designed by Vincent Morgan.



NEW FACES AT TFN

Engineering

Janet Hearl has joined TFN as a *Public Works Worker* on a three-year contract to cover for the Public Works openings related to Chief Ken Baird's election. Janet is a **TFN Member** and her relevant experience and exemplary hard work have allowed her to quickly contribute to her team's success.



Darcy Kostyniuk is our new *Wastewater Treatment II Operator* working out of the sewer treatment plant. She has over five years of direct experience, currently holds 'Wastewater Treatment II' and 'Water Treatment II' certifications and is currently studying for her 'Distribution I' exam.

Gordon Mielke is our new *Wastewater Treatment II Operator* working out of the sewer treatment plant. He moved to join us from Dawson Creek where he was a Water Resource & Environmental Operator (WWT II and WT I) for over two years. Gordon has a diploma in Chemical and Environmental Technology through BCIT.

Lands Department

Kim Eckert joins our Lands Department team as our new *Planning Administration Assistant*. She is a member of **Squamish Nation**. She brings over seven years of office administration experience and has an Administrative Assistant Certificate from VCC.



The Tsawwassen Government hired seven new staff members over the previous quarter between July and September. Pictured above (L-R): Chief Administrative Officer Braden Smith, and Wastewater Treatment II Operators Gordon Mielke and Darcy Kostyniuk.

Corporate Governance

Braden Smith has joined TFN as our new **Chief Administrative Officer (CAO)**. He brings a wealth of government leadership experience from his roles as CAO for the District of Tofino, and more recently as Chief City Planner for the City of Winnipeg. Braden has a background as a land use planning leader and local government public servant, and he holds master's degrees in Urban and Rural Planning.

Health and Social Services

Wendy Brewer has moved from working with TFN for over five years as a contractor, to joining our team as an employee in the position of **Home and Community Care Nurse**. She is a Registered Nurse with a specialty in foot care.



Natural Resources

Brad Larsen is our new **Natural Resources Enforcement Officer**. He has over a decade of security and bylaw enforcement experience in private and municipal settings. He completed Community Peace Officer Induction Training and has college level criminal justice and Wildlife and Forestry Conservation training.

