



Subject: *Recognition Policy Review*
To: Corporate & Residential Services Committee
Date Prepared: April 8, 2024
Related Motions: N/A
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Approved by: Adam Clarkson, Director of Corporate Services

Summary

In October 2022 Council adopted the Recognition Policy which unified the various forms of recognition into one (1) policy and repealed the five (5) separate policies that dealt with recognition. As part of the annual policy review, we have an opportunity to clarify the language related to firefighter long service recognition.

Financial Impact Statement

There is no financial impact as these are housekeeping changes.

Recommendation

Recommend that Council approve the changes to the Recognition Policy.

Recommended Motion

To be made during the Regular Meeting of Council (Policy and In Camera) - April 16, 2024:

The Corporate & Residential Services Committee recommends to Council ***that Council give notice of intent to approve the changes to the Recognition Policy which provides more clarity around firefighter long service recognition as attached to the Executive Committee agenda on April 16, 2024.***

To be made during the Regular Meeting of Council - April 24, 2024.

Move that the Corporate & Residential Services Committee recommend that Council approve the changes to the Recognition Policy which provides more clarity around firefighter long service recognition, as attached to the Executive Committee agenda on April 16, 2024.

Discussion

The annual review of the Recognition Policy provides an opportunity to revise and improve the policy. The attached draft highlights the changes being recommended. Sections 9 and 10 explain how the Municipality recognizes firefighter long service. Reorganizing the information will more clearly explain when the Municipality will recognize long service and when the Province will. Sections 9 and 10 are recommended to become one section that reads:

Fire Service Recognition

9. The East Hants Fire Service plays a vital role in supporting the Municipality to create a safe community for residents. The Municipality will recognize members of the East Hants Fire Service through the following Long Service Awards. Fire Service members are eligible for recognition if:
- The nominee is alive on the date of nomination;
 - The nomination is made by the active Fire Chief; and
 - The nominee has provided ten (10), fifteen (15), thirty (30), or more years of volunteer service to any fire department in Canada.
- 9.1. A Municipal Long Service medal will be awarded to Fire Service members after ten (10) years of service. Firefighters that have volunteered for fifteen (15) years will be given a bar, to be attached to the 10-year medal ribbon. These awards will be given at a departmental event and fire departments may invite their Councillor to attend the ceremony and award the medal or bar.
- 9.2. The Office of the Fire Marshall recognizes exemplary service beginning at 20 years and the Province of Nova Scotia recognizes long service at 25 years.
- 9.3. The Canadian Volunteer Fire Service Association, in partnership with the Municipality, awards medals for thirty (30) years of service and every five (5) years after. Each long service medal awarded after thirty (30) years will be distributed at the annual Volunteer Recognition Event.

STRATEGIC ALIGNMENT

Ensuring Council policies are clear and easy to understand supports transparency and the corporate excellence key strategy.

LEGISLATIVE AUTHORITY

Council has the authority to make policy changes after giving 7 days notice of intent to make changes.

FINANCIAL CONSIDERATIONS

There are no financial impacts to these changes.

Alternatives

The alternative is to not accept the changes and leave the policy as it is.

Attachments

Draft of the Recognition Policy with changes highlighted.