



Subject: *Recognition Policy Amendment - Undressed Ribbons for Firefighters*
To: Corporate & Residential Services Committee
Date Prepared: September 2, 2026
Related Motions: C26(162)
*On the motion of Councillors Perry and Rhyno:
Moved that Council direct staff to investigate the cost and come back with an updated costing plan to start to include these (ribbon bars) with the (fire service) medals.*
Prepared by: Amanda Hatfield, Information Management Coordinator
Approved by: Adam Clarkson, Deputy CAO

Summary

In June, Council requested staff investigate the cost of undressed ribbons to be awarded with the 10 and 15-year Municipal long service awards for firefighters. It was also requested that staff investigate changing the current black ribbon for those medals. We have 77 medals left.

Financial Impact Statement

The cost for undressed ribbons will be between \$400 and \$2,200.

Recommendation

That Council direct staff to order black undressed ribbons to be provided to all firefighters that have received a 10 or 15-year service medal (250) and amend the Recognition policy to include undressed ribbons be awarded with long service medals from now on.

Recommended Motion

Move that the Corporate & Residential Services Committee recommend to Council that Council give notice of intent to amend the Recognition Policy as attached to the Executive Committee agenda dated September 15, 2026; and

That Council direct staff to order black undressed ribbons to be awarded to all of the firefighters that have received a municipal long service medal.

Regular Meeting of Council (Policy and In-camera) - September 15, 2026

Move that Council give notice of intent to amend the Recognition Policy as attached to the Executive Committee agenda dated September 15, 2026; and

That Council direct staff to order black undressed ribbons to be awarded to all of the firefighters that have received a municipal long service medal.

Regular Meeting of Council - September 23, 2026

Move that Council amend the Recognition Policy as attached to the Executive Committee agenda dated September 15, 2026.

Background



In 2022 Council introduced an award program for firefighters that have achieved 10 or 15 years of service. At ten years, firefighters receive a medal and at 15 years they receive a bar to be attached to the ribbon that indicates 15 years of service. When the program began, it was decided to have a black ribbon for these medals. There are 77 medals left.

In June, the East Hants Fire Service Association requested that Council consider issuing undressed ribbons (ribbon bars) for those occasions that are less formal, such as daily on their uniform. A medal would be worn on special occasions, such as in a parade or with a dress uniform. The Canadian Volunteer Fire Service Association (CVFSA) includes an undressed ribbon with the long service medals they award in partnership with East Hants (pictured on the right).



Discussion

Staff have contacted two Nova Scotian vendors and both are able to provide undressed ribbons for a cost between \$4 and \$7 each. Before ordering, a decision needs to be made on the ribbon. As you can see in the photo above, the same ribbon is used for both medals. Currently, this would mean a black ribbon for the undressed medals. If Council would like to change the ribbon, a decision needs to be made on colors. Below are a few examples of what a ribbon could look like in the East Hants colors, but any combination of colors is possible.



If Council decides to change the ribbon and have the undressed medals made with the new ribbon, it will not match the current long service medals with black ribbon. If Council would like them to match, new medals should be ordered. The cost to put new ribbons on the current medals is higher than ordering new medals. The vendor that provides the medals for the CVFSA can provide us new medals, with the undressed medal, for a cost of approximately \$22 for orders under 100, or for \$17 for orders of 100 or more. If Council wants to use up the medals we currently have, staff are recommending that undressed medals be ordered in black to match those and to use up that stock before ordering medals with a new ribbon.

Should Council decide to award undressed medals as part of the long service award program, an update will be required to Council's Recognition Policy. A draft with the update to section 9.1 is attached to the agenda.

STRATEGIC ALIGNMENT

Recognizing the contribution of the volunteer fire service supports the Strong Community strategy.

LEGISLATIVE AUTHORITY

Council has the authority to make and change policy related to recognition.

FINANCIAL CONSIDERATIONS

There is a cost to providing undressed medals as part of the firefighter long service recognition program, which is dependent on the ribbon Council choses.

Alternatives

To inform the fire service that undressed ribbons will not be provided as part of this recognition.

Attachments

Draft Recognition Policy