The Corporation of the Town of Essex

By-Law Number 2517

Being a by-law to enter into a Wage and Benefit Agreement between the Corporation of the Town of Essex and its Firefighters

Whereas 278 to 283, inclusive of the *Municipal Act,* 2001, c.25 and amendments thereto, provides municipalities with the authority to pass By-Laws to provide for remuneration and benefits for its employees;

And whereas, the Town of Essex deems it expedient to establish remuneration and to offer certain benefits to its Firefighter employees for the period covering December 1, 2025 up to and including November 30, 2029.

Now therefore be it resolved that the Council of The Corporation of the Town of Essex enacts as follows:

1. That the Negotiating Committee representing The Corporation of the Town of Essex is hereby authorized to finalize and enter into the Wages and Benefit Agreement between The Corporation of the Town of Essex and its firefighter employees attached hereto as Schedule "A";

2. That any By-Law inconsistent with this By-Law be hereby repealed.

Read a first, a second and a third time and finally passed on March 16, 2026.

_____
Mayor

_____
Clerk

Schedule "A" To By-Law No. 1675

TOWN OF ESSEX FIREFIGHTERS
WAGES AND BENEFIT AGREEMENT FOR DECEMBER 1, 2025 TO NOVEMBER 30, 2029

The following outlines the wages and benefits for the firefighters of the Town of Essex for the period of **December 1, 2025, up until and including November 30, 2029**.

Wage Scale:

2026	Retainer	Per Call	Meetings	Truck Checks	Overtime	Other
District Chief	$4,475	$65.22	$79.02	$38.88	$32.61	$26.97
Captain	$1,675	$65.22	$79.02	$38.88	$32.61	$26.97
Firefighter*	$1,175	$63.38	$76.79	$37.78	$31.69	$26.20
6% & 3% Increase to Per Call, Meetings, Truck Checks and Other Rate. Overtime is 50% of per call rate						

2027	Retainer	Per Call	Meetings	Truck Checks	Overtime	Other
District Chief	$4,500	$67.50	$81.79	$40.24	$33.75	$27.91
Captain	$1,700	$67.50	$81.79	$40.24	$33.75	$27.91
Firefighter*	$1,200	$65.59	$79.47	$39.10	$32.80	$27.12
3.5% Increase to Per Call, Meetings, Truck Checks and Other Rate. Overtime is 50% of per call rate						

2028	Retainer	Per Call	Meetings	Truck Checks	Overtime	Other
District Chief	$4,525	$69.87	$84.65	$41.65	$34.93	$28.89
Captain	$1,725	$69.87	$84.65	$41.65	$34.93	$28.89
Firefighter*	$1,225	$67.89	$82.26	$40.47	$33.94	$28.07
3.5% Increase to Per Call, Meetings, Truck Checks and Other Rate. Overtime is 50% of per call rate						

2029	Retainer	Per Call	Meetings	Truck Checks	Overtime	Other
District Chief	$4,550	$72.31	$87.61	$43.11	$36.16	$29.90
Captain	$1,750	$72.31	$87.61	$43.11	$36.16	$29.90
Firefighter*	$1,250	$70.27	$85.13	$41.89	$35.13	$29.05
3.5% Increase to Per Call, Meetings, Truck Checks and Other Rate. Overtime is 50% of per call rate						

Recruitment Process and Probationary Volunteer Firefighters:

- Probationary firefighters will only be hired to fill vacant positions. These new recruits (probationary personnel) will be selected and must obtain NFPA 1001 Level I & II, **NFPA 1002 and obtain their DZ license within the probationary period.**

When applying **to Essex Fire & Rescue Services, candidates will be required to submit their application with their resume. Those selected to participate in the selection process will be required to participate in the following processes:**

- **Aptitude or Select Testing**
- **Medical Screening**
- **Physical Testing**
- **Interview**

Probationary Firefighters once selected will receive a conditional job offer. **To successfully pass probation they will need to satisfy the following job offer conditions:**

- **Participate in training (NFPA 1001 Level I & II) and successfully achieve NFPA 1001 Level I and II certification**
- **Obtain a DZ license**
- **Successfully complete NFPA 1002 certification within their probationary period.**

- **Receive a positive probationary review twelve (12) months following NFPA 1001 (Level I and II) certification**

A probationary firefighter that successfully achieves NFPA 1001 Level I & II certification and obtains a DZ license will be entitled to their full retainer; a probationary firefighter that successfully achieves NFPA 1001 Level I & II certification and has not obtained a DZ license will be entitled to fifty percent (50%) of the firefighter retainer.

Probationary firefighters will receive practical training which will be paid at the "Other" rate.

Duties of probationary firefighters will be limited to tasks and duties as assigned by the officer in charge (training or incident) and will include only such tasks/functions in which they have successfully completed relevant training and skill evaluation as part of the NFPA 1001 Level I & II Program

Probationary firefighter training will be delivered in modules that would allow personnel to be trained in certain firefighter tasks and to perform limited duties under direct supervision prior to meeting the complete requirements for Firefighter I & II certification.

Probationary firefighters **may, on their own time,** assist and attend public education activities, **weekly duties (truck checks)**, as well as attend scheduled departmental training to observe.

Retainer:

An annual stipend paid to secure the service of Firefighters, District Chiefs and Captains with Essex Fire and Rescue Services, and for repair/replacement of personal clothing as a result of duties.

The following will be effective for tracking attendance beginning March 1, 2026 for retainer payment beginning March 1, 2027.

Retainers will be suspended in the event that a firefighter experiences a non-occupational injury or illness, and as a result, is unable to attend incident calls. Retainers will be re-instated once a medical practitioner has provided written clearance for the firefighter to return to full regular duties.

Retainers will be suspended when a firefighter is on approved leave of absence.

Retainers will be pro-rated in the event that a firefighter does not maintain a minimum incident/fire call attendance level. Attendance rates will be calculated based on a rolling twelve-month average, per the chart below:

Rolling 12-Month Average Period	Retainer Pay Date
March 1 - February 28	March
June 1 – May 31	June
September – August 31	September
December 1 – November 30	December

A quarterly report will be provided to all fire fighters with their incident attendance %, this can also be provided upon request.

The pro-ratio will be as follows:

Incident Attendance %	Retainer (% of Wage)
0-9.99%	0%
10-24.99%	50%
25% and above	100%

Per Call:

"Per Call" rate is provided for the first hour of an emergency/incident.

Truck Checks:

"Truck Checks" are the weekend squad duties where squads are expected to complete vehicle, equipment, and hall maintenance as prescribed by their commanding officer and is administered as a flat rate.

Overtime:

"Overtime" (for emergencies/incidents) will be compensated after one hour and will be administered by the quarter hour. Overtime rate will be paid at **50**% of the per call rate for each year this agreement serves.

Other:

"Other" includes but is not limited to public education, fire inspections, training courses not including the semi-monthly in house and other duties approved by the fire chief, up to a maximum of 8 hours per day.

Public Holiday Pay:

Firefighters that respond to and attend an incident/fire call on a public holiday shall be paid at one and one-half times of the per call and/or overtime rate. The recognized public holidays are as follows: New Year's Day, Family Day, Good Friday, Victoria Day, Canada Day, Labour Day, Thanksgiving Day, Christmas Day, Boxing Day.

Attendance Bonus:

Volunteer firefighters that achieve a 60% incident/fire call attendance rate each calendar year (December 1 to November 30) shall receive a $200 bonus, to be paid out in December of each year.

Pay Periods:

There will be four pay periods annually: December – February, March – May, June – August and September – November. The deposit dates will be the 2nd Thursday of the month following the end of the pay period.

Insurance Coverage:

All personnel will be covered with "on duty coverage" insurance with the Volunteer Firemen's Insurance Services. Firefighters, Captains, and District Chiefs will be provided with the same "24 Hour Member Only Coverage" with the Volunteer Firemen's Insurance Services.

Travel Expenses:

Travel expenses will be paid at the current Town of Essex rate for any training courses or department related business outside of Essex County where a personal vehicle is used.

Medicals and License Renewal

Firefighters, captains, and district chiefs will have the cost of medicals and license renewals reimbursed up to a maximum of $100. Payment will be provided upon proof of payment.

DZ License

Upon successful completion of their DZ driver's license, probationary firefighters will be reimbursed in the amount of $500 for training purposes, subject to submission of valid proof of completion and associated receipts. Applies to volunteer firefighters hired on or after December 1, 2025.

Meetings:

Personnel will be compensated at the regular "Meetings" rate for meetings including but not limited to: Joint Health and Safety Committee, Fire Prevention Committee, **Training Committee Peer Support Team, Negotiating Committee** and any other meetings as authorized by the Fire Chief.

"Meetings" is classified as a period up to 3 hours and include regular semi-monthly in-house training, station meetings. The parties recognize that training sessions involve equipment usage and the need to get equipment back in service. As a result, the parties agree that any meetings extending past 3 hours will be compensated based on the overtime rate above (administered by the quarter hour). **Any meeting extending past 3 hours must be pre-approved by the Fire Chief or Deputy Fire Chief.**

Personnel responsible for delivering in-house training, will be provided up to one (1) hour of paid training preparation time as set by the Deputy Fire Chief. This will be compensated at the "Other" rate.

Education and Training:

Personnel that are approved to attend training that is required for their current position, will be compensated for training hours at the "Other" rate.

Large Scale Incidents:

Large Scale Incidents - During major events involving a single type of emergency (such as ice storms, flooding, or widespread hydro outages), calls directly related to that incident may remain high for several hours. At the discretion of the Fire Chief, stations may be staffed accordingly, and firefighters will be compensated at the overtime rate.

Retirement Long Service Awards:

Upon retirement from the department any person who served for 15 or more years will receive a long service award calculated as follows:

Years of Service	
15 years but less than 20 years	$300 value gift
20 years but less than 25 years	$400 value gift
25 years but less than 30 years	$500 value gift
30 years but less than 35 years	$600 value gift
35 years or greater	$700 value gift

The total years served will be based on years at all 3 stations before and after amalgamation.

Uniform Allowance:

The Town will provide an annual uniform allowance of **$270** per firefighter, captain, and district chief to replace articles of uniforms including hat, shirts, coat, pants, and alterations to uniforms. Any unused amounts will roll over and continue to accumulate **up to a maximum of $1350 but** can only be used for firefighter apparel.

If a firefighter is promoted to Officer, they will be provided with the appropriate uniform upgrades for that classification.

Probationary firefighters will be provided with uniforms and individualized gear upon acceptance of a final offer.

Validation:

Any amendment of this agreement, prior to November 30, 202**9**, will require the requesting party to submit written notice detailing proposed change(s). Two (2) weeks following written notice, an in-person Negotiating Committee Meeting shall be scheduled.

This agreement effective December 1, 202**5** and would be in force until November 30, 202**9**.