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to contribute to their own retirement or to the retirement within the department, say if a fireman wants to put in, say, a thousand dollars, that that does not go specifically to his own benefit or his retirement, but it goes to the same...it goes for everyone in that department. It is...it cannot be just put into that...that one fireman's retirement fund. I believe, I was talking with counsel, this is the fact. Is that right, Senator Hartnett?

SENATOR HARTNETT: As I understand it, Senator Janssen, yeah.

SENATOR JANSSEN: All right. So...and you are vested after...after ten years, and if you quit at the end of eight years then it stays within...stays within that department and is added to the rest of the pool.

SENATOR HARTNETT: Yeah.

SENATOR JANSSEN: So...and hopefully this doesn't happen, because this is what we're trying...this is what we're trying to do, is retain those firemen in the department and for the same purpose that Senator Schimek was talking about. There are a lot of hazards in belonging to a fire department. They actually put their lives on the line every time that whistle blows or their little beepers go off. And another thing that the fire departments have gotten into very heavily, as Senator Baker had alluded to, is the rescue units and so on, and in the small towns that is...a lot of times that's the only thing that they have to provide the service is the fire department, and the people go through a lot of training to learn how to run the defibrillators and so on, so forth. Even though they are getting to the point where anyone can probably run one, you still have to have some training and know what...know what's happening. So I hope you...you all keep this in mind what...what a great service the volunteer fire departments throughout this state and other states contribute to the well-being of the citizenry. And the state of Minnesota, after they have...they put their retirement plan into place, which is a very good one, I might add, have seen a turn around in the retention of their firemen. They always, most generally, stay for at least the ten years and sometimes 20, 25, 30 years. So this is what we have to look at and not that they aren't always