



MEMORANDUM OF UNDERSTANDING

**BETWEEN CITY OF COLUSA
AND
COLUSA PROFESSIONAL FIREFIGHTERS ASSOCIATION**

April 1st, 2020 – March 31st, 2025

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (MOU), effective this 1st day of April, 2020 by and between the designated representatives of the CITY OF COLUSA (a public agency as defined in Section 3501c of Chapter 10 of Division 4 of Title 1 of the Government Code of the State of California) hereinafter referred to as CITY, and the authorized representatives of the COLUSA PROFESSIONAL FIREFIGHTER ASSOCIATION, hereinafter referred to as ASSOCIATION,

WITNESSETH THAT:

WHEREAS, the parties hereto desire to facilitate the peaceful adjustment of differences that may from time to time arise between them, to promote harmony and efficiency to the end that the CITY, ASSOCIATION and the general public may benefit there from, and to establish fair and equitable wages, hours and working conditions for certain hereafter designated employees of the CITY,

NOW, THEREFORE, the parties hereto do agree as follows:

TITLE 1. PREAMBLE

1.1 PRINCIPLES

The parties acknowledge the provisions of Chapter 10 (Section 3500, et seq.) of Division 4 of Title 1 of the Government code of the State of California.

1.2 NON-DISCRIMINATION

It is the policy of the CITY and ASSOCIATION not to, and neither party will interfere with, intimidate, restrain, coerce or discriminate against any employee because of race, color, religious creed, political opinion or affiliation, sex, marital status, sexual orientation, age, national origin, gender, gender identity, gender expression, military or veteran's status, medical condition, physical or mental disability.

1.3 RIGHTS OF EMPLOYEES

Employees have the right to organize or join the employee organization for the purpose of representation on all matters of employer-employee relations. Employees are free to join or not to join an employee organization. Membership or non-membership in an employee organization is not a condition of employment and the employee will not be granted preferential treatment nor will he/she be withheld from equitable treatment because of either membership or non-membership in such an organization. Each employee has the right to represent himself individually in his employment relations with the CITY. Employees shall not have the right to strike or to recognize a picket line of a labor organization while during the performance of their official duties.

1.4 CITY RIGHTS

CITY retains, solely and exclusively, all the rights, powers and authority exercised or held prior to the execution of this MOU, except as expressly limited by law or this MOU. Without limiting the generality of the foregoing, the rights, powers, and authority retained solely and exclusively by CITY include, but are not limited to, the following: to manage and direct its business and personnel; to manage, control and determine the mission of its departments, building facilities, and operations; to direct the work force; to hire, transfer, promote, and maintain the discipline and efficiency of its employees; to establish work standards, schedules of operation and reasonable work load; to specify or assign work requirements; to schedule working hours and shifts; to determine the type and scope of work to be performed by CITY'S employees and the services to be provided; to classify positions, to determine the methods, processes, means and places of providing services.

1.5 SECTION TITLES

Section Titles in this Agreement are for identification purposes only and are not to be used for the purpose of interpreting either the intent or the meaning of the language of any section.

TITLE 2. RECOGNITION

2.1 RECOGNITION

The CITY recognizes the Colusa Professional Firefighter Association, hereinafter referred to as the ASSOCIATION, as the exclusive representative of all employees of the CITY who hold the classification of Fire Fighter and Fire Apparatus. The provisions of this MOU, hereinafter set forth, shall apply on to those employees of the CITY for whom the ASSOCIATION is the established exclusive representative.

2.2 APPLICABILITY

The provisions of this MOU shall be limited to the application to employees of the CITY in the bargaining unit described in Section 2.1. Wherever the words “employee” and “employees” are used in this MOU, they shall, unless otherwise noted, be construed to refer only to the employees described in Section 2.1 for whom the ASSOCIATION is the exclusive bargaining representative of said employees.

TITLE 3. ASSOCIATION ACTIVITY

3.1 NON-DISCRIMINATION

Neither the CITY nor the ASSOCIATION shall interfere with, intimidate, restrain, coerce, or discriminate against any employee because of his membership, or non-membership, in the ASSOCIATION or his activity on behalf of the ASSOCIATION.

3.2 REPRESENTATIVES OF ASSOCIATION

The ASSOCIATION’S Representatives shall have the right of reasonable access to bargaining unit members outside of their assigned duties; before and after work hours, at meals and break periods; and at other times as needed.

3.3 USE OF CITY FACILITIES

The ASSOCIATION is permitted to conduct meetings in CITY facilities, depending on availability of space.

3.4 MANAGEMENT LABOR MEETINGS

Employees who would otherwise be working their assigned shift shall be released from their regular duties to attend meet and confer, negotiation and other labor-management meetings, and will be compensated at their regular rate of pay for this time during their assigned shift as if they were performing their regular duties. The intent of this section is not to created overtime for any Association member.

ASSOCIATION MEETINGS

The City will allow elected Association Board Members who are scheduled to work during predetermined Board and Membership meetings release time to attend scheduled Board and Membership meetings, with a minimum of thirty (30) days prior notice given to the City, for up to two (2) hours per month, except in cases of emergency, in which the impact of staffing would not permit the Fire Department to operate safely or if the meeting conflicts with Department mandated training. On-duty personnel shall be required to monitor radio and respond in the event of an emergency.

RELEASE TIME FOR IA INTERVIEWS AND GRIEVANCES

The City will allow Association Board Members adequate release time to represent members during internal affairs interviews and grievance meetings while on duties except in cases of emergency in which the impact of staffing would not permit the Fire Department to operate safely. This provision will apply to one representative per involved member. Employees will not receive pay for off-duty time spent performing these Association representative duties.

TIME OFF FOR ASSOCIATION TRAINING AND CONFERENCES

The City will allow the Association Board Members to utilize their accrued time off to attend Association training and conferences, under the same terms and conditions required for all other time-off requests.

3.5 DUES DEDUCTION

The Association shall have exclusive right to payroll deduction of dues for its members of the Colusa Professional Firefighters Association.

Following receipt of written certification from the Colusa Professional Firefighter Association that it has and maintains voluntary dues deduction authorization forms from members in the Association, the City shall make payroll deductions and transmit monthly to the Association dues in an amount to be determined by the Association and communicated to the City annually. Membership dues deductions shall be made in equal amount each payroll period, and a check for the total deductions shall be submitted to the Colusa Professional Firefighter Association, no later than the 15th of each month.

The written certification from the Colusa Professional Firefighter Association for Association dues deductions shall remain in full force and effect, unless revoked by written notice to the Colusa Professional Firefighter Association. Employee request to cancel members' dues deductions must be directed to the Association. Upon written notification from the Association that an employee has canceled membership dues, the City shall cease within thirty (30) calendar days. Association dues deductions from the employee's paycheck.

An employee's earnings must be sufficient after legal and required deductions are made to cover the amount of dues authorized. IF an employee is in a non-pay status for an entire pay period, no withholding will be made to cover the pay period from future earnings. Employees who are in a non-pay status during only part of a pay period, whose salary is not sufficient to cover the full amount of the dues authorized, no deduction shall be made. All other legal and required deductions (including healthcare deductions) have priority over Associations dues. It shall be the sole responsibility of the Association to procure and enforce payroll deduction of dues.

Hold Harmless: The Association shall indemnify, defend, and hold harmless the City, its employees, and agents acting on its behalf from and against any and all losses, damages, costs, expenses, claims, demands, actions, suits, judgments, and other forms of liability arising out of the application or enforcement of this Section. In no event shall the City be required to pay from its own funds Association dues which the employee was obligated to pay but failed to pay regardless of the reasons.

The City will notify the Association not less than ten (10) calendar days prior to a new employee orientation and provide the association an opportunity to meet with the employee.

3.6 EXISTING RIGHTS AND BENEFITS

All existing rights and benefits shall continue except as modified by negotiated changes.

TITLE 4. SALARY

4.1 SALARY

Effective upon ratification of the Association and adoption by City Council, the parties agree to add 10% to the current step system 1-10 effective April 1st, 2020. Employees will remain at their current step level. The City agrees to a salary and benefit economic re-opener in year three (3) of the contract term.

4.2 MERIT PERFORMANCE REVIEW

Merit Performance Reviews will be scheduled annually on the anniversary date of the employee's date of hire or promotion.

4.3 MERIT SALARY ADJUSTMENT (MSA)

Employees shall be eligible to receive a merit salary adjustment equivalent to one of the intermediate steps of the salary range for his or her classification each year when he or she meets or exceeds the standards of efficiency as determined during the annual Merit Performance Review. No employee shall exceed the maximum salary step on the salary range for his or her classification without the approval of the City Manager.

4.4 PAYDAY

Wages shall be paid at monthly intervals on the last working day of each month.

4.5 EDUCATIONAL INCENTIVE

Employees required to attend educational classes and seminars for the maintenance of the position filled will be paid for time in attendance, registration fees and books necessary,

room, board, and mileage at the current rate approved by City Council when using their personal vehicle.

The CITY in the form of paid registration fees, books, class materials plus mileage, supports voluntary participation in classes pertinent to employee advancement within their position. Determination of classes eligible for voluntary participation benefits shall be at the discretion of the Chief.

EDUCATIONAL INCENTIVE PAY

Utilities Grade 2 Collection	\$ 75.00	monthly
Intermediate Post	\$ 75.00	monthly
QAQC License	\$ 75.00	monthly
Company Officer/SFT	\$ 75.00	monthly
Fire Inspector I/SFT	\$ 75.00	monthly
Utilities Grade 4 Wastewater	\$125.00	monthly
Advance Post	\$125.00	monthly
Arborist License	\$125.00	monthly
Community Risk Educator/SFT	\$125.00	monthly
AA or AS Degree or 60 units	\$100.00	monthly
BA or BS Degree	\$250.00	monthly

(3 mix match maximum benefit)

The employee must have taken undergraduate course work provided by a community college, college, or university or other educational institution, which is recognized and published by the U.S Secretary of educational, in pursuit of an AA, AS, BA, BS or undergraduate certification. Supporting documents must be provided.

TITLE 5. HOURS AND OVERTIME

5.1 WORK PERIOD

The work period for employees consists of seven (7) consecutive calendar days, Sunday through Saturday.

5.2 OVERTIME COMPENSATION

Overtime shall be paid pursuant to the provisions of the Fair Labor Standards Act.

5.3 STRIKE TEAM PAY

When an employee is asked by the Fire Chief to respond as part of a strike team, said employee shall use annual leave if he or she chooses to receive the full strike team pay. If deployment occurs during the employee's normal shift, the employee will be paid regular wages without the use of annual leave. At no time, shall the City incur additional overtime for normal shift deployment. All Strike Team pay is subject to reimbursement as per the State of California Fire Service Multi Party Agreement.

5.4 EMERGENCY RESTRICTED STAND BY

FLSA "Non Exempt" employees shall be paid the prevailing minimum wage and any applicable overtime in the event they are authorized to remain available for emergency restricted standby.

The assignment of classifications of employees to emergency restricted standby duty shall be approved by the City Manager. Emergency restricted standby duty means time in excess of the official work period during which an employee is required to immediately return to duty when called to do so.

For purposes of this section, individuals required to remain available on an emergency restricted standby basis must always leave a telephone number where they can be reached and can return to work immediately. The possession of a City "beeper" or "pager" shall not constitute emergency restricted standby duty unless the Fire Chief or his/her designated representative has specifically assigned the employee to emergency restricted standby duties. Employees assigned to emergency restricted standby shall not consume any alcohol, or any drug which may impair their work performance.

5.5 CALL BACK OVERTIME

Call back pay for extra duty worked (i.e. medical emergency, structure fire, training, staff and officer meetings, or any other work deemed necessary by the Fire Chief) shall be paid at 1 and 1/2 times the regular rate. Overtime under this section requires a return to work. The minimum time for which overtime shall be paid under this section is one (1) hour.

TITLE 6. LEAVE OF ABSENCE

6.1 FUNERAL LEAVE

Employees shall be granted time off with pay to attend funerals.

6.2 BEREAVEMENT LEAVE

Employees eligible to use sick leave may use up to three (3) days accrued sick leave upon the death of the following family member: Mother, father, brother, sister, spouse, child, parent of spouse, grandparents and grandchildren. Five (5) days accrued sick leave may be used if traveling out of State. The Fire Chief can approve the use of additional leave credits for bereavement leave subject to operational need. If the employee has no accrued sick or vacation leave, he will be granted one day off with pay.

6.3 JURY OR COURT DUTY

Employees called for jury duty or subpoenaed as a witness in a CITY related matter shall be granted the necessary time off for this purpose and shall be compensated in full by the CITY. The employee, however, must relinquish jury duty compensation excluding any mileage reimbursement to the CITY.

6.4 CATASTROPHIC LEAVE

Employees who exhaust their paid leaves due to a catastrophic illness/injury related to them or a family member may apply for Catastrophic Leave. In order to be eligible there must be medical substantiation to demonstrate serious illness or injury. Employees may voluntarily transfer accrued but unused sick leave, vacation or personal holidays to other CITY employees. Employees who participate must donate a minimum of eight (8) hours. Authorization for the transfer will be on the prescribed form and signed by the donating employee specifying the receiving employee and the number of hours authorized for transfer. Employees may not transfer more than eighty percent (80%) of their accrued leave time. Authorized transfers shall be effectuated in the order they are received and only as needed by the receiving employee in order to pay their salary. In no case shall the employee receive more than their normal wages, and neither employee will receive a cash

benefit for transferred hours. Once transferred, the leave accruals become the property of the receiving employee.

TITLE 7. SICK LEAVE

The parties agree to implement changes to Title 7 Sick Leave to comply with the Healthy Work Places, Healthy Families Act of 2014 during the term of this agreement. The Firefighter Association recognizes sick leave is substituted in the annual leave category of this MOU.

7.1 WORKERS' COMPENSATION

Safety employees receive workers' compensation payments in accordance with all state and federal laws. If an employee is injured on the job, and is receiving benefits under Workers' Compensation, he/she shall be allowed to use unused leave benefits in an amount sufficient to provide wages equal to his/her salary as if he/she was normally employed until such time as all leave benefits are exhausted.

TITLE 8. HOLIDAYS

8.1 HOLIDAY ENTITLEMENT

The following are holidays for which all employees will be entitled to time off with pay:

New Year's Day

Martin Luther King's Birthday

President's Day

Memorial Day

Independence Day

Labor Day

Veterans Day

Thanksgiving Day

Day after Thanksgiving Day

Christmas Day

Personal Floating Holiday (3 days)

((3 days or shift equivalent with exception of Fire Dept. (24 hours). Employee shall accrue 3 days or shift equivalent annually on January 1st, this time must be used by December 31st of each year in which it was received, or it shall be forfeited. Personal holidays are not subject to buyout.

8.2 SATURDAY AND SUNDAY HOLIDAY

When any of the above holidays falls on a Sunday, the Monday following shall be observed as the holiday. When any of the above holidays falls on a Saturday, the preceding Friday shall be observed as the holiday.

8.3 HOLIDAY BENEFIT PAY

A sworn employee who is scheduled to work on a holiday will be paid at one and ½ times the regular rate, in addition to any regular pay to which he/she is entitled.

A sworn employee who is on a scheduled day off when a holiday falls will be paid a holiday benefit of eight (8) hours at one time the regular rate, in addition to any regular pay to which he/she is entitled.

TITLE 9. ANNUAL LEAVE

9.1 ANNUAL LEAVE ALLOWANCE

Employees are eligible to use accrued annual leave after serving a minimum of six months. Employees shall be entitled to earn annual leave at the following rate:

<u>Years of Service</u>	<u>Per Month</u>
Less than 5	16.75 hours
5 years or over	22.75 hours

Deductions shall be made from the employees accrued balance on an hour for hour basis i.e. employee is charged an hour of annual leave for each hour absent from a scheduled shift.

9.2 UNUSED ANNUAL LEAVE

Subject to the limitations and conditions set forth in paragraphs 9.4, 9.5 and 9.6 employees who have served a minimum of one year whose employment with the CITY is terminated for any reason shall, at the time of termination, receive pay for any unused annual leave.

9.3 TERMINAL ANNUAL LEAVE

Terminal annual leave is defined as time after an employee has given notice of termination/retirement and is utilizing annual leave time before their actual date of termination. Employees shall not earn additional annual leave credit while on terminal annual leave.

9.4 MAXIMUM ACCRUAL

Employees will be allowed to earn annual leave credits to a maximum accrual equal to one and a half (2 1/2) times the employee's annual leave credits. Employees will not be allowed to earn more than the maximum accrual. Should an employee's annual leave credits reach the maximum the employee shall cease to earn any additional annual leave credits until the leave balance is reduced sufficiently to allow additional credits to be added without exceeding the maximum accrual. A department head or designee may permit an employee to temporarily exceed the cap.

9.5 ANNUAL LEAVE SELL BACK

Employees that have used at least 80 hours of annual leave in the past 12 months will be allowed to sell back annual leave in accordance with the following schedule:

61 months to 15 years	up to 50 hours annually
181 months and over	up to 100 hours annually

9.6 PAST VACATION CREDITS

All vacation credits accrued by an employee prior to December 31, 2000 shall be considered the employee's Past Vacation Credits. Vacation credits earned prior to December 31, 2000 are not subject to the maximum accrual set forth in Section 9.4 and will not be considered in determining the employee's eligibility to earn additional vacation credits.

9.7 BUYBACK OF PAST VACATION CREDITS

Employees who have Past Vacation Credits may sell back up to ten (10) days worth of credits per fiscal year. The CITY will buy back Past Vacation Credits based upon the employee's current hourly rate of pay.

TITLE 10. MISCELLANEOUS

10.1 UNIFORM MAINTENANCE ALLOWANCE

The following uniform maintenance allowances shall be paid:

- Fire Fighter \$65.00 per month
- Fire Apparatus \$65.00 per month

The CITY will replace worn uniforms or uniforms damaged beyond repair in the line of duty, upon approval of the Chief. CITY will provide uniforms for employees upon dates of hire.

10.2 PROFESSIONAL DUES

CITY will provide for the payment of annual dues to the Fire Fighters Association for all represented employees within the Association.

TITLE 11. BENEFITS

11.1 HEALTH INSURANCE PLAN MINIMUM EMPLOYER CONTRIBUTION

Currently the City participates in the California Public Employees Retirement System (CalPERS) for medical insurance under its Public Employees Medical and Hospital Care Act (PEMHCA), and will pay the Minimum Employer Contribution (MEC) for each employee or retiree enrolling himself/herself, and where applicable, his/her eligible dependents in one of the medical plans offered by CalPERS.

In the event the City leaves the CalPERS PEMCHA program this provision, the Health Insurance Plan Minimum Contribution, will become null and void.

11.2 CITY BENEFIT STIPEND FOR ACTIVE EMPLOYEES

11.2.1 The intent of the City is to provide a meaningful benefit program for active employees. Toward that end, it is the intent for the benefit stipend to provide, when combined with the PEMHCA minimum employer contribution (if any), the following:

- Maximum Medical Health Care benefit stipend for employee and dependent will be the CalPERS Blue Shield EPO employee only premium.
- 100 % employee/dependent paid dental benefit.
- 100% employee/dependent paid vision benefit.

11.3 CITY RETIREE BENEFIT STIPEND PROGRAM

The intent of the City is to provide a meaningful retiree medical program for its employees. Toward that end, it is the intent for the benefit stipend to provide employee only coverage, when combined with the PEMHCA minimum contribution (if any), in PORAC medical or similar program.

11.3.1 Active employees hired prior to July 1, 2010 and who retire from the City with at least ten (10) years of service with the City between the age 50 and 65 (or Medicare eligibility age, whichever is later), and participate in the PERS medical insurance program will be eligible to receive the City Retiree Supplemental Benefit Stipend until they reach the age of 65 (or Medicare eligibility age, whichever is later).

11.3.2 Upon retirement employees hired after July 1, 2010 shall be entitled to only the Health Insurance Plan Minimum Employer Contribution (MEC) pursuant to Section I above, if applicable.

11.4 CITY RETIREE SUPPLEMENTAL BENEFIT STIPEND

This stipend is only applicable to employees hired prior to July 1, 2010.

11.4.1 Pursuant to the provisions of 11.3 above, the City shall pay a Stipend amount that will, when combined with the MEC (if applicable), continue to fully pay for the PORAC medical plan for a retiree enrolling as a “single” employee.

11.5 MEDICARE SUPPLEMENT STIPEND

Employees hired before July 1, 2010 and that retire and are eligible for Medicare must enroll in the Medicare program. Once enrolled in the Medicare program retired city employees will be entitled to the Medicare Supplement Stipend.

11.5.1 On annual basis the Medicare Supplement stipend shall be adjusted to fully pay for the Blue Shield Option F Medicare supplement plan plus Medicare part D premium.

11.6 MEDICAL INSURANCE PLAN CHANGES

Nothing herein precludes the City from substituting a similar alternative medical insurance plan for the current plans with a different provider.

11.7 GENERAL RULES FOR PERS MEDICAL COVERAGE

11.7.1 The active or retired employee and his/her spouse and/or dependents must be eligible to enroll in a CalPERS medical plan based on employment with the City, as determined by CalPERS.

11.7.2 Continuing eligibility for CalPERS medical plan coverage of retirees and their spouses shall be determined by CalPERS.

11.7.3 Each enrolled retiree shall pay the full balance of the medical premium for the plan they select in such manner as prescribed by CalPERS.

11.7.4 New employees shall be eligible for medical plan coverage on the first day of the month following completion of the eligibility period as established by CalPERS.

11.8 DENTAL PLAN

The City will continue to offer dental insurance to employees and dependents paid 100% by the City.

11.9 TERM LIFE INSURANCE

Employees must pay the premium for participation in term life insurance out of their benefit stipend or out of their paycheck on a pre-tax basis.

11.10 LONG TERM DISABILITY INSURANCE

Employees must pay the premium for participation in long term disability insurance out of their benefit stipend or out of their paycheck on a pre-tax basis.

11.11 VISION PLAN

The City will continue to offer dental insurance to employees and dependents paid 100% by the City.

11.12 DEFERRED COMPENSATION PROGRAM

The CITY has established for all employee's voluntary participation in qualified Deferred Compensation programs. Employees may defer up to the amount established by law.

11.13 IRS SECTION 125 PLAN

The CITY has established for all employee's voluntary participation in qualified IRS Section 125 plans.

11.14 STATE DISABILITY INSURANCE

Employee contributions for State Disability Insurance are required at the rate established each year by the California Employment Development Department.

11.15 LIFE INSURANCE

The CITY shall provide for each employee, at no cost to the employee, Life Insurance and Accidental Death and Dismemberment Insurance in the amount of \$50,000.

TITLE 12. RETIREMENT

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS)

Classic Safety Employees:

- Pension formula shall be 2%@50.
- Employee will pay 100% of employee contribution.
- Pension shall be calculated on highest 36 months salary.
- Effective June 1, 2012 pension shall be calculated on highest 12 months salary.

Classic Non-Safety Employees

- Employees hired after July 1, 2010:
 - Pension Formula shall be 2%@60.
 - Employee will pay 100% of employee contribution.
 - Pension shall be calculated on highest 36 months salary.
- Employees hired prior to July 1, 2010:
 - Pension formula shall be 2%@55.
 - Employer pays 100% of employee contribution.
 - Pension calculated based on highest 12 months with EPMC.
- New Member Safety Employees:

Employees hired on or after January 1, 2013, who don't have prior membership with CalPERS as prescribed by the Public Employees' Pension Reform Act of 2013:

- The retirement formula shall be the PERS 2.7% @ 57 retirement formula.
- The employee shall contribute one-half (1/2) of the "normal cost" of the benefit, based on the annual valuation report prepared by PERS, rounded to the nearest ¼ of 1%.

- New Member Non-Safety Employees

Employees hired on or after January 1, 2013, who don't have prior membership with CalPERS as prescribed by the Public Employees' Pension Reform Act of 2013:


- The retirement formula shall be the PERS 2% @ 62 retirement formula.
- The employee shall contribute one-half (1/2) of the "normal cost" of the benefit, based on the annual valuation report prepared by PERS, rounded to the nearest ¼ of 1%.

TITLE 13. TERM OF AGREEMENT

This MOU shall be for the term beginning April 1st, 2020 and shall continue in full force and effect through March 31st, 2025. This MOU shall not be amended or supplemented except by agreement of the parties hereto, reduced to writing and duly signed by each.

IN WITNESS WHEREOF, the parties hereto have executed this MOU this 7th day of April, 2020.

TEAMSTERS LOCAL 137



Russ Butler – Secretary-Treasurer


DAVID AVERA

CITY OF COLUSA



Josh Hill, Mayor

APPROVED AS TO FORM:



Ryan Jones, City Attorney

ATTACHMENT A

Position:	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Fire Fighter	3472	3646	3828	4019	4220	4305	4391	4479	4568	4659
Fire Apparatus	3915	4111	4316	4532	4759	4854	4951	5050	5151	5254