

BURNET COUNTY CONSTABLE'S OFFICE, PRECINCT 3 (BCCO3)

Constables are the chief process servers for the Justice of the Peace courts. Constables serve a variety of judicial processes and notices from justice, county, district and other state courts. They also enforce traffic laws, transport prisoners and assist other law enforcement agencies and the public as needed. Constables' offices also serve as bailiffs to the Justice of the Peace courts. Burnet County has four Constables, each elected to four-year terms by the voters of Burnet County.

ELECTED OFFICIAL: SCOTT DAVIS

BUDGET PROPOSAL

FY2026

ELECTED CONSTABLE SALARY

- BCCO3 IS REQUESTING THAT COMMISSIONERS COURT CONSIDER ADDITIONAL FUNDING TO INCREASE THE SALARY OF ALL BURNET COUNTY ELECTED CONSTABLES TO BE EQUIVALENT TO BURNET COUNTY ELECTED JUSTICES OF PEACE. REVIEWING SALARIES OF SURROUNDING COUNTIES, AS WELL AS OTHER TEXAS COUNTIES, MY RESEARCH FOUND THAT IN MOST CASES THE SALARIES OF CONSTABLE'S AND JUSTICE'S OF PEACE ARE EQUIVALENT.
- IN ADDITION TO SERVING THE JUSTICE COURT, CONSTABLES AND THEIR POTENTIAL DEPUTIES PROVIDE PROACTIVE POLICE SERVICES TO BOTH CONSTITUENTS AND VISITORS WITHIN THEIR RESPECTIVE PRECINCTS. THIS INCLUDES, BUT IS NOT LIMITED TO, COMMUNITY POLICING PRACTICES SUCH AS; PROACTIVE BUSINESS CHECKS, NEIGHBORHOOD AND COUNTY ROAD PATROLS, SCHOOL CAMPUS CHECKS, TRAFFIC ENFORCEMENT, VACATION WATCHES, ETC. CRIME PREVENTION IS THE FOUNDATIONAL PURPOSE OF LAW ENFORCEMENT.
- CONSTABLES HAVE THE SAME AUTHORITY AS SHERIFFS AND POLICEMAN ALIKE. CONSTABLES ARE REQUIRED TO RECEIVE ALL THE SAME TRAINING AS THOSE LAW ENFORCEMENT POSITIONS IN ADDITION TO THEIR MANDATED CIVIL TRAINING.
- TEXAS CONSTABLES CELEBRATED 200 YEARS IN 2023, THE OLDEST FORM OF LAW ENFORCEMENT IN TEXAS AND THE OLDEST FORM OF LAW ENFORCEMENT IN RECORDED HISTORY.

NEW POSITION REQUEST - DEPUTY CONSTABLE/CRIMINAL ANALYST POSITION

- BURNET COUNTY CURRENTLY HAS ONE ELECTED CONSTABLE IN EACH OF IT'S FOUR PRECINCTS. BCCO3 IS REQUESTING THAT COMMISSIONER'S COURT CONSIDER ADDING FUNDING FOR TWO DEPUTY CONSTABLE POSITIONS. THOSE DEPUTIES WOULD BE SHARED AMONG THE FOUR CONSTABLE OFFICES AND WOULD ALLOW COVERAGE IN THE EVENT THAT ONE OF THE CONSTABLES IS ABSENT FROM HIS/HER OFFICE. IN ADDITION, THE ADDED POLICE PRESENCE

WILL HELP PREVENT CRIME AND PROMOTE A SAFER BURNET COUNTY. IF IT IS DETERMINED THAT THE FUNDING FOR TWO DEPUTIES IS INAPPROPRIATE AT THIS TIME, I REQUEST FUNDING FOR ONE DEPUTY BY CONSIDERED.

- COMPARING THE CIVIL PAPER ACTIVITY REPORTS FROM 2022 AND 2023, THERE WAS A 110% INCREASE IN PCT 3, FROM (92) IN 2022 TO (195) IN 2023. THOSE NUMBERS ARE EXPECTED TO INCREASE BASED ON POPULATION AND BUSINESS GROWTH. IN 2023, PCT 3 SAW A 20% (107) INCREASE IN COURT HEARINGS COMPARED TO 2022 (85). ANOTHER 10% INCREASE WAS EXPERIENCED IN COURT APPEARANCES IN FY2025 TO DATE. ACCORDING TO A RECENT ARTICLE IN THE DAILYTRIB, BURNET COUNTY IS RANKED 2ND IN TEXAS AND 6TH IN THE NATION FOR INCOMING INVESTMENTS IN 2024. BASED ON THE STUDY CITED IN THE ARTICLE (SMARTASSET), BURNET COUNTY HAS SEEN A 33.88% RISE IN THE NUMBER OF NEW BUSINESSES STARTED OVER THE PAST THREE YEARS AND A REPORTED 63.57% (PER 1,000) HOMES INCREASE IN NEW HOME BUILDING PERMITS.
- BASED ON CURRENT NUMBERS PROVIDED BY THE BURNET COUNTY AUDITOR, THE OVERALL COST OF ADDING A SINGLE DEPUTY CONSTABLE, WITH AN EQUIVALENT SALARY TO A DEPUTY SHERIFF, IS ATTACHED.
- FOR OFFICER SAFETY PURPOSES, JPCA HIGHLY RECOMMENDS THAT AT LEAST TWO OFFICERS PERFORM VARIOUS WRITS, SUCH AS POSSESSIONS, ATTACHMENTS AND EXECUTIONS TO NAME A FEW. HAVING SPARE DEPUTIES WILL HELP ACHIEVE THIS RECOMMENDATION AND PROVIDE A SAFER WORKING ENVIRONMENT IN BURNET COUNTY.
- A RECENT LAW ENFORCEMENT LEADERSHIP MEETING RECOGNIZED THE NEED FOR A LOCAL CRIMINAL ANALYST. I PROPOSE THE RECRUITMENT OF ONE THE PROPOSED DEPUTY POSITIONS TARGET THAT EXPERIENCE AND NEED. THESE SERVICES TO LOCAL AGENCIES WOULD BENEFIT BURNET COUNTY AS A WHOLE. THIS DEPUTY POSITION WOULD REQUIRE MORE SALARY DUE TO THE ENHANCED TRAINING AND EXPERIENCE REQUIRED TO PERFORM THOSE DUTIES. IF THE COURT RECOGNIZES THE NEED AND BENEFIT OF A CRIMINAL ANALYST I RECOMMEND MAKING THIS ROLE A SERGEANT POSITION TO ASSIST IN RECRUITMENT OF SAME.

REQUEST FOR NEW VEHICLE

- BCCO3 CURRENT PATROL UNIT IS A 2018 FOR EMPLOYER. AT THE START OF THE 2026 BUDGET YEAR, THAT SAME UNIT WILL BE EIGHT YEARS OLD.
- BCCO PCT 3 IS REQUESTING A REPLACEMENT UNIT (4X4 TRUCK) IF NO DEPUTY IS GRANTED. IF A DEPUTY IS GRANTED THAN THIS REQUEST WOULD BE FOR AN ADDITIONAL UNIT, USING THE OLDER UNIT FOR THE NEW POSITION.
- CONSIDERING THE TERRAIN, TOPOGRAPHY, A POPULAR 3,000 ACRE OFFROAD PARK (HIDDEN FALLS) AND AREA PARKS, A 4X4 TRUCK WOULD BE MORE SUITABLE THAN THE SMALL SUV CURRENTLY IN USE.

JOB DESCRIPTION FOR CRIMINAL ANALYST DEPUTY

Criminal analysts provide valuable support to law enforcement agencies by enhancing investigative processes and improving overall public safety. Their contributions include:

Data Analysis

- Analyze crime data to identify patterns and trends.

- Use statistical methods to predict future criminal activity.

Intelligence Gathering

- Collect and evaluate information from various sources, including public records and social media.
- Support investigations by providing actionable intelligence.

Crime Mapping

- Create visual representations of crime data to identify hotspots.
- Assist in resource allocation and strategic planning.

Case Support

- Provide analytical support for ongoing investigations.
- Help develop profiles of suspects based on behavioral patterns.

Collaboration

- Work with other law enforcement agencies and community organizations.
- Share insights and strategies to combat crime collaboratively.

Training and Education

- Offer training to law enforcement personnel on analytical techniques and tools.
- Educate staff on the importance of data-driven decision-making.

These functions help law enforcement agencies operate more efficiently and effectively, ultimately contributing to safer communities.

The overall role of a crime analysts:

Criminal analysts play a crucial role in identifying and analyzing significant threats to the safety and security of the public. They are experts in criminal analysis, studying criminals and their networks, activities, associations, and impacts. Some of their responsibilities include analyzing terrorism, financial crimes, cybercrimes, human rights violations, human smuggling, and more. They are integral members of investigations and prosecutions teams, providing essential support through criminal analysis and intelligence work.

Analysts can track and located wanted and violent criminals utilizing resources that are often not available to officers. Analysts can identify trends and patterns to help investigators solve crimes as well as predict where future crimes might occur. Analysts have the ability to search photos and surveillance footage through facial recognition software to identify suspects. Analysts can provide link analysis for criminal organizations, Identify and locate suspect with little to know information using special databases and contacts with state and federal partners.

BCCO3 OUTPUT MEASURES - FY2025:

- MANY THOUSANDS OF MILES OF PROACTIVE PATROL EFFORTS AND COMMUNITY POLICING ON COUNTY ROADWAYS AND HUNDREDS OF NEIGHBORHOOD AND BUSINESS CHECKS. THIS RESULTED IN VERY POSITIVE FEEDBACK FOR OUR BURNET COUNTY RESIDENTS AND BUSINESS OWNERS.
- ROUTINE SCHOOL CAMPUS CHECKS WERE CONDUCTED TO PROMOTE SAFETY FOR OUR STUDENTS AND SCHOOL FACULTY. SPEAKING ENGAGEMENTS WITH STUDENTS AT AREA SCHOOLS PROMOTES FUTURE COOPERATION FROM OUR YOUTH AND THEIR EDUCATION OF LAW ENFORCEMENT IN GENERAL.
- ASSISTED BURNET COUNTY AND DISTRICT ATTORNEY'S OFFICES AS A SPECIAL INVESTIGATOR IN MAJOR INVESTIGATIONS. THIS PROMOTES THE COOPERATION AMONG OUR LOCAL LAW ENFORCEMENT PARTNERS AND STRENGTHENS TEAMWORK OVERALL

BCCO3 GOALS - FY2026:

- CONTINUE TO EMPLOY CRIME PREVENTION EFFORTS TO PREVENT CRIME.
- ENCOURAGE MORE COOPERATION BETWEEN LAW ENFORCEMENT PARTNERS TO PROMOTE REDUCED CRIME IN BURNET AND SURROUNDING COUNTIES.
- CREATE A CRIME ANALYST DEPUTY POSITION TO AID LAW ENFORCEMENT PARTNERS AND PLAY A CRUCIAL ROLE IN IDENTIFYING AND ANALYZING SIGNIFICANT THREATS TO THE SAFETY AND SECURITY OF THE PUBLIC.

Position Budget Request Form

Action Requested: ☐ New Position ☒ Reclassification w/Salary Change ☐ Reclassification w/o Salary Change

Department:

BCCO 3

Current Position Title:

CONSTABLE (ELECTED)

Proposed Position Title:

Requested Classification:

Funding Source:

Proposed Salary Amount:

EQUIVALENT TO JUSTICE OF PEACE

NEW POSITION INFORMATION

New/Reclassification of Position:

Please explain in detail the need for New Position/Reclassification. In addition, explain how funding will be obtained (i.e., closing position(s), grant, budget transfers, etc.) If this is a new position, please attach a job description, supporting data or a description of the need:

THE CURRENT SALARY OF CONSTABLE (ELECTED OFFICIAL) IS 85,448.56. I AM REQUESTING THAT THE SALARY OF CONSTABLE BE INCREASED TO MATCH THE JUSTICE OF PEACE (ELECTED). A CONSTABLE IS AN ELECTED POSITION THAT MANAGES HIS/HER DEPARTMENTAL BUDGET, IS REQUIRED TO MEET STATE AND FEDERAL REQUIREMENTS AND REGULATIONS, ANSWERS DIRECTLY TO THEIR RESPECTIVE CONSTUENTS, SERVES THE JUSTICE COURT, PRESERVES THE PEACE IN THEIR PRECINCTS, AMONG MANY OTHER LAW ENFORCEMENT DUTIES AND FUNCTIONS.

IN WILLIAMSON, HARRIS, HAYS COUNTIES, JP'S AND CONSTABLE'S ARE PAID EQUALLY. IN MONTGOMERY COUNTY, CONSTABLES ARE PAID HIGHER THAN JP'S. I REQUEST THAT COMISSIONER'S COURT CONSIDER FOLLOWING THE STANDARD OF MANY TEXAS COUNTIES

Final job title, job description, classification and pay will be determined by the Commissioners Court based on the Compensation plan.

Position Budget Request Form

Action Requested: ☒ New Position ☐ Reclassification w/Salary Change ☐ Reclassification w/o Salary Change

Department:

BCCO 3

Current Position Title:

Proposed Position Title:

DEPUTY CONSTABLE

Requested Classification:

Funding Source:

Proposed Salary Amount:

EQUIVALENT TO DEPUTY SHERIFF

NEW POSITION INFORMATION

New/Reclassification of Position:

Please explain in detail the need for New Position/Reclassification. In addition, explain how funding will be obtained (i.e., closing position(s), grant, budget transfers, etc.) If this is a new position, please attach a job description, supporting data or a description of the need:

THIS POSITION WOULD PROVIDE AN INCREASED POLICE PRESENCE TO PREVENT CRIME IN PCT 3. IN ADDITION, THIS POSITION WOULD SERVE AS A FILL-IN FOR OTHER PRECINCTS IN TIMES OF NEED. THE QUANTITY OF CIVIL PAPERS DOUBLED FROM FISCAL YEAR 2022 (92) TO 2023 (192). 2024 CIVIL ACTIVITY REMAINED THE SAME (190). THE NUMBER OF COURT APPEARANCES HAS INCREASED 10% YEAR OVER YEAR.

WITH THE CURRENT GROWTH TRAJECTORY OF BOTH POPULATION AND BUSINESS DEVELOPMENT, THE NEED FOR AN ADDITIONAL POSITION(S) IS WARRANTED TO KEEP BURNET COUNTY ONE OF THE SAFEST COUNTIES IN TEXAS. DEPUTY CONSTABLES EXECUTE CRIMINAL ARREST WARRANTS AND CIVIL PROCESS THROUGHOUT BURNET AND ADJACENT COUNTIES. DEPUTY CONSTABLES ENFORCE ALL CIVIL, CRIMINAL AND TRAFFIC LAWS OF THE STATE OF TEXAS.

Final job title, job description, classification and pay will be determined by the Commissioners Court based on the Compensation plan.

BURNET COUNT EQUIPMENT & TECHNOLOGY BUDGET REQUEST FORM

☐ NEW TECHNOLOGY ☒ NEW EQUIPMENT OR VEHICLE ☐ EQUIPMENT REPLACEMENT
☒ SOFTWARE

EQUIPMENT:

Type of equipment requested: ☒ Computer ☐ Printer ☒ Scanner ☒ Vehicle

☐ Other (please describe) _____

Is the new equipment for a: ☒ new employee ☒ replacement equipment ☒ new process

Comments: IF NEW POSITION IS FUNDED, ALL EQUIPMENT NEEDED
TO PERFORM DUTIES.

Item description: 4X4 PPV TRUCK & EQUIPMENT

One Time Estimated cost: _____

Ongoing Estimated cost: _____

Reason for new equipment. If this is replacing existing equipment, please give the tag number, serial number or VIN number if available. _____

*PLEASE ATTACH ANY INFORMATION AVAILABLE FOR TECHNOLOGY AND
EQUIPMENT REQUESTS. ATTACH A DETAILED QUOTE IF AVAILABLE.*

My EXPENDITURE REPORT

For Fiscal: 10/2024-09/2025 Period Ending: 05/31/2025

		Current Total Budget	Period Activity	Fiscal Activity	Encumbrances	Budget Remaining	Percent Remaining
5530 - CONSTABLE PCT #3							
100 - GENERAL							
10 - PERSONNEL							
100-5530-1010	ELECTED OFFICIAL	85,448.56	6,572.96	55,870.16	0.00	29,578.40	34.62%
100-5530-1100	LONGEVITY	1,340.00	0.00	1,340.00	0.00	0.00	0.00%
100-5530-2010	FICA/MDCR	6,640.00	502.82	4,225.63	0.00	2,414.37	36.36%
100-5530-2020	GROUP INSURANCE	13,000.00	1,070.20	8,561.60	0.00	4,438.40	34.14%
100-5530-2030	RETIREMENT	10,430.00	697.40	5,900.93	0.00	4,529.07	43.42%
100-5530-2040	WORKERS COMP INSURANCE	1,480.00	117.66	1,035.69	0.00	444.31	30.02%
100-5530-2070	SUPPLEMENTAL DEATH BENEFIT	270.00	14.46	121.52	0.00	148.48	54.99%
	10 Total:	118,608.56	8,975.50	77,055.53	0.00	41,553.03	35.03%
30 - SUPPLIES							
100-5530-3300	OPERATING SUPPLIES	850.00	0.00	503.12	0.00	346.88	40.81%
100-5530-3310	GASOLINE/DIESEL/OIL/ETC	4,225.00	186.78	1,043.42	0.00	3,181.58	75.30%
	30 Total:	5,075.00	186.78	1,546.54	0.00	3,528.46	69.53%
40 - OTHER CHARGES & SERVICES							
100-5530-4010	PROFESSIONAL SERVICES	5,575.00	0.00	0.00	0.00	5,575.00	100.00%
100-5530-4200	TELEPHONE/CELL/MOBILE BB	800.00	156.44	625.76	0.00	174.24	21.78%
100-5530-4250	TRAVEL/MILEAGE	1,000.00	0.00	0.00	0.00	1,000.00	100.00%
100-5530-4270	CONFERENCE/DUES/TRAINING	1,000.00	0.00	70.00	0.00	930.00	93.00%
100-5530-4510	VEHICLE REPAIR & MAINT	3,000.00	0.00	195.24	0.00	2,804.76	93.49%
100-5530-4820	UNIFORMS	1,000.00	63.96	63.96	0.00	936.04	93.60%
	40 Total:	12,375.00	220.40	954.96	0.00	11,420.04	92.28%
	100 Total..	136,058.56	9,382.68	79,557.03	0.00	56,501.53	41.53%
514 - LEOSE TRAINING							
40 - OTHER CHARGES & SERVICES							
514-5530-4270	LEOSE-CONSTABLE PCT #3	1,000.00	0.00	395.80	0.00	604.20	60.42%
	40 Total:	1,000.00	0.00	395.80	0.00	604.20	60.42%
	514 Total..	1,000.00	0.00	395.80	0.00	604.20	60.42%
	5530 Total:	137,058.56	9,382.68	79,952.83	0.00	57,105.73	41.67%

Burnet County Sheriff's Office Outfitting Specs for Ford PIU

Lighting and Siren packages are to be Sound Off lighting and siren equipment

Front of the Vehicle

Hammer Head Armor PIU Bumper
600-56-1163 Push Bar Center
600-56-1119 Headlight Guards
600-56-1145 Pit Bars
600-56-1179 Frame Mounts PIU

2 - 4" lights to the front clear housing white takedown and tri color with required mounting brackets

2 - 4" tri color black housing lights to the side with required mounting brackets

2 - 100-watt speakers mounted under cross frame of push bar with required mounting brackets

Sides of the Vehicle

2 - 61-inch running board light tricolor with required mounting brackets (steady white alley) one on each side

2 - Intersection lights surface mount black housing tricolor with required mounting brackets 1 mounted under each mirror (steady white alley)

Roof of Vehicle

55-inch Lightbar with required mounting brackets

Driver front – Red/White

Driver Rear – Red/Amber

Passenger Front – Blue/White

Passenger Rear – Blue/Amber

Takedown, alley and traffic advisor options

Full chase on traffic advisor

VHF Radio Antenna with required mounting brackets

Interior of Vehicle

Siren pushbutton controller and required accessories and harness

Console

Gamber Johnson console package for PIU and required faceplates for siren and Motorola APX 6500 radio

Gamber Johnson mongoose 9 locking slide arm with tilt swivel

Gamber Johnson Panasonic Cf54 Dock with dual RF and external Lind Power Supply

Gamber Johnson rocker switch and cigarette knock-out panel

Gamber Johnson dual USB power port 4.2 amps

Gamber Johnson 12V outlet receptacle only

2 Magnetic Mic single unit conversion kits

(Console and Microphone)



Prisoner Compartment

Westin Defender Modular Front Partition

Westin Defender Window Guards

Westin Defender Prisoner Seat

Westin Rear Partition

Rear Cargo Area

1 Lightbar to be mounted on inside at top of back window with traffic advisor with required mounting brackets

2 - 4" tri color lights 1 mounted in each cargo window with required mounting brackets

1 Exterior Scene light mounted on Rear hatch interior with switch in rear to activate

Cargo box in rear from Innovative Emergency Equipment with the following part numbers:

INV-ES-FF-ET-PIU20-WESTIN

INV-ES-FF-ET-ACC-PIU20-WESTIN

INV-ES-FF-ET-BIRCH-P

INV-ES-ORG-PIU20

INV-BOX-SD-382110-S

INV-BOX-SD-38218-S

INV-BOX-TR-18

INV-BRKT-MSO

Rear of Vehicle

2 - 4" white housing tri color, mounted on middle of hatch door, one on each side of license plate under chrome strip. Steady white reverse and brake red.

2 - 4" white housing tri color, mounted near OEM license plate lights facing down when hatch closed and facing rear when hatch is open.

Wigwags in tail lights

Radar either or

Kustom Eagle 3 Dual KA-Band with required mounting brackets for dash mount

Stalker DSR 2X with Fast Lock Remote with required mounting brackets for dash mount

Tint

Front two windows at 30%

Graphics for vehicle

Graphics to be installed at up fitter (installation included in bid)

MISC

2-hour timer for radio and laptop power

Equipment provided by Agency to be installed by Up Fitter

Motorola APX 6500 radio

Motorola M500 in car video system with wireless upload and installation brackets provided by Motorola for PIU.

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\$ 404,310.70

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T@GMAIL.COM

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\$	47,395.00
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Bid Price

\$	1,650.00
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\$	(82.50)
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%

Bid Price

\$	30,837.14
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\$	450.00
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\$	-
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\$	612.50
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\$	80,862.14
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\$	404,310.70
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PRODUCT PRICING SUMMARY

TIPS 240901 Transportation Vehicles

VENDOR- Silsbee Ford, 1211 Hwy 96 N., Silsbee TX 77656

End User: BURNET COUNTY

Prepared by: SETH GAMBLIN

Contact:

Phone: 512.436.1313

Email:

Email: SGAMBLIN@SILSBEEFORD.COM

Product Description: FORD POLICE INTERCEPTOR UTILITY

Date: May 13, 2025

A. Bid Item:

A. Base Price:

B. Factory Options

Code	Description	Bid Price	Code	Description
K8A	2025 FORD PIU			
99B	3.3L V6 DIRECT-INJECTION ENGINE	\$ 1,175.00		
86T	TAIL LAMP/POLICE HOUSING	\$ -		
17A	AUX AIR	\$ -		
55F	KEY FOB	\$ -		
60A	GRILLE WIRING for LIGHTS, SIREN, SPEAKER	\$ -		
61B	OBD-II SPLITTER	\$ -		
51R	LEFTHAND LED SPOTLIGHT	\$ 475.00		

Total of B. Published Options:

Published Option Discount (5%)

C. Unpublished Options

\$= 62.9

Description	Bid Price	Options
		EXTERIOR- WHITE YZ
DANA 576921-A	\$ 30,837.14	INTERIOR- 96 CLOTH FRONT REAR VINYL
		UNITS IN TRANSIT TO US NOW**

Total of C. Unpublished Options:

D. Floor Plan Interest (for in-stock and/or equipped vehicles):

E. Lot Insurance (for in-stock and/or equipped vehicles):

F. Contract Price Adjustment:

G. Additional Delivery Charge: 350

H. Subtotal:

I. Quantity Ordered 5 **x H =**

DEPUTY CONSTABLE FIELD DEPUTY GROUP 111		Step 1	Step 2
Hourly Rate		\$28.52	\$29.08
Group Insurance	6.17	\$6.17	\$6.17
Retirement	0.1061	\$3.03	\$3.09
Supplemental Death Benefit	0.0022	\$0.06	\$0.06
Social Security/Medicare	0.0765	\$2.18	\$2.22
Unemployment	0.0005	\$0.01	\$0.01
Worker's Compensation	1.790033	\$51.05	\$52.05
Total Hourly Cost		\$91.03	\$92.69
Proposed annual hours: 2080		\$189,335.11	\$192,800.78

Rates are factored at FY25

Step 3	Step 4	Step 5	Step 6	Step 7
\$29.63	\$30.19	\$30.75	\$31.37	\$31.99
\$6.17	\$6.17	\$6.17	\$6.17	\$6.17
\$3.14	\$3.20	\$3.26	\$3.33	\$3.39
\$0.07	\$0.07	\$0.07	\$0.07	\$0.07
\$2.27	\$2.31	\$2.35	\$2.40	\$2.45
\$0.01	\$0.02	\$0.02	\$0.02	\$0.02
\$53.04	\$54.04	\$55.04	\$56.15	\$57.26
\$94.33	\$96.00	\$97.66	\$99.51	\$101.35
\$196,204.56	\$199,670.23	\$203,135.90	\$206,972.89	\$210,809.88

Step 8	Step 9	Step 10	Step 11
\$32.64	\$33.29	\$34.19	\$34.87
\$6.17	\$6.17	\$6.17	\$6.17
\$98.77	\$102.71	\$107.48	\$111.69
\$2.05	\$2.13	\$2.23	\$2.32
\$71.21	\$74.06	\$77.50	\$80.53
\$0.47	\$0.48	\$0.51	\$0.53
\$1,666.33	\$1,732.88	\$1,813.39	\$1,884.41
\$1,877.63	\$1,951.73	\$2,041.47	\$2,120.52
\$355,501,908.89	\$376,294,479.91	\$400,545,827.77	\$423,405,321.83