



King & Queen County Sheriff's Office 2021 Annual Report

Table of Contents

Sheriff's Letter	3
Website/Social Media	4
Organizational Chart	4
About King & Queen County	5
Mission Statement.....	6
Accreditation Information	7
Department Statistics	8
Group Offenses 2021	9-10
DUI Incidents.....	11
Project Lifesaver	12
Mattaponi Rappahannock Explorers Post.....	13
Special Recognition Section	14
Graduations	15
ACO Update	16
Drug Enforcement.....	17
Community Activities.....	18-19
Awarded Grants	20-21
Department Updates	22-23
Coronavirus Pandemic Impacts.....	24

OFFICE OF THE SHERIFF

P.O. Box 38 | King & Queen Courthouse, Virginia 23085 | (804) 785-7400 | Fax (804) 785-5489

Sheriff John R. Charboneau

Dear Citizens,

It is my pleasure to present to you the King and Queen County Sheriff's Office Annual Report for the year 2021. I'm pleased to provide you with the information about the operations and accomplishments of your Sheriff's Office, information that reflects the dedication and hard work of all our members. The men and women of the King and Queen County Sheriff's Office have worked hard to provide high quality service and continue to strive toward a better community.

The year 2021, has been a roller coaster of a year where the Covid 19 pandemic continues to devastate our world. Many changes have been made to continue to protect our staff and community. The general operation of 911 aspects of the department was changed to allow for masks to be worn, social distancing, and measures to prevent the spread throughout the department. A \$50,000.00 grant awarded from the DCJS has assisted with equipment and overtime to ease the burden.

We have also seen a large increase in employee turnover and a decreased interest in applicants for all jobs within the Sheriff's office which is reflective on the regional, state, and national levels. This budget year, with the cooperation and support of our Board of Supervisors, we increased staff pay and paid bonuses to Law Enforcement Officers. We have increased Patrol Deputies by two positions and continued our SRO Deputies in the schools to foster the community's trust in our department. These steps have made our department very competitive in the region.

This year we were able to launch our first ever National Night Out, continue our youth Explorer's Post, and reintroduce the DARE program to our schools.

We have seen a slight increase in crimes which is reflective of the economic and social problems that 2021 has presented us. Traffic fatalities are also up as well as traffic crashes with injuries. We have taken steps to address these and mitigate the increases.

As you read through the 2021 annual report, you will better understand the function and organizational structure of the King and Queen County Sheriff's Office. I assure you that we will continue our efforts to better serve you, the community. We will strive to achieve our mission, vision and values.

Sincerely,

J.R. Charboneau
Sheriff

Website/Social Media

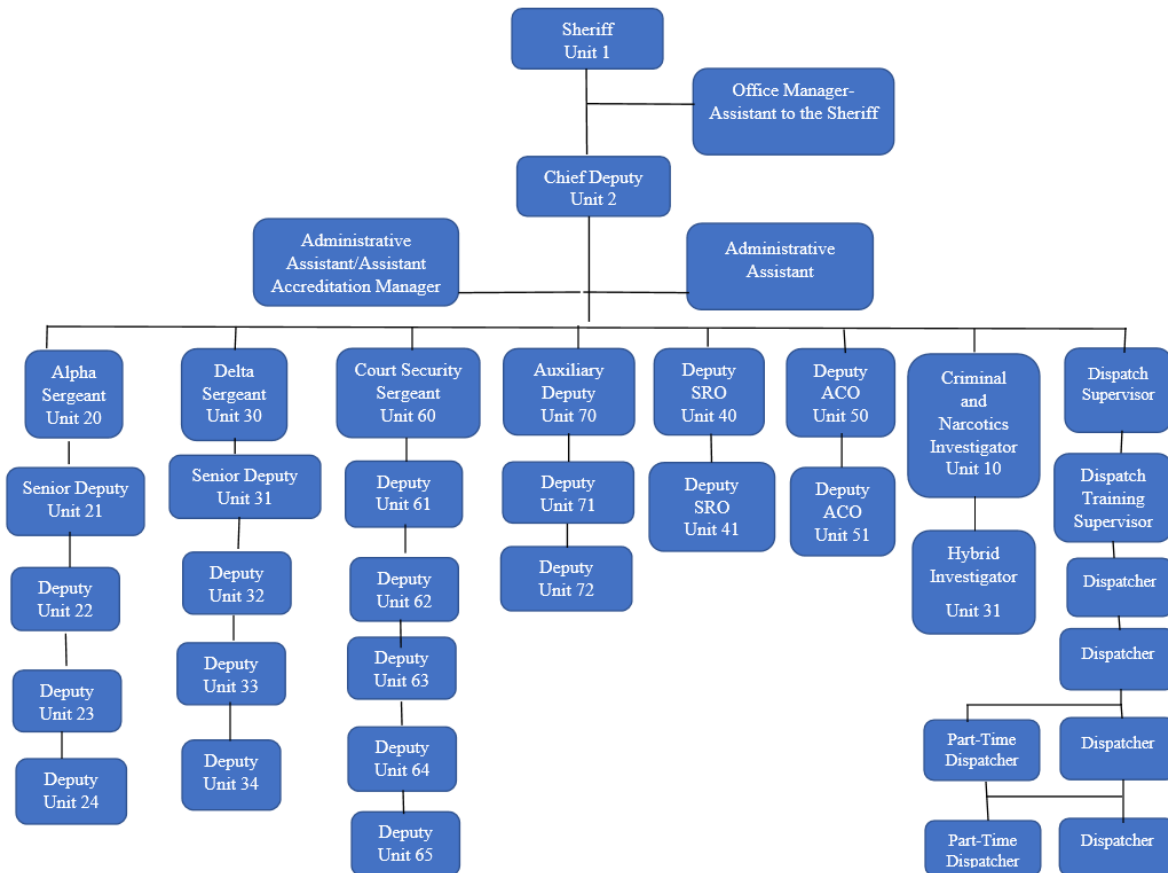
The King & Queen County Sheriff’s Office has created a Facebook Page and Website in order to help inform the King & Queen Community. Our Facebook Page was created in January of 2017 and has just under 5,000 followers. Our Facebook Page is known for our weekly Wanted Wednesday and Felon Friday posts. Our website has been active since 2015 but has just recently been redesigned and updated to add more information that may be helpful to the citizens of King & Queen County. In 2020 we added Twitter and Instagram accounts. Also, we are now on Tik Tok to help us reach our youth. The King & Queen County Sheriff’s Office strives to be transparent and give the King & Queen Community the most up-to-date information and through our website and social media we can do that almost instantaneously.

Web site : www.kqso.net

Facebook Page : <https://www.facebook.com/King-Queen-County-Sheriffs-Office-Va-144271165636888/?ref=bookmarks>

Tik Tok: [@King_QueenSheriffOffice](#) **Instagram:** [@kingandqueensheriffsoffice](#)

King and Queen County Sheriff’s Office Organizational Chart



About King & Queen County

King & Queen County was established in 1691 from New Kent County and named after King William III & Queen Mary II of England. King & Queen County has a total area of 326 square miles and 76 miles long. The 2018 U.S Bureau of Census indicates the population in the county to be about 7,159. King & Queen County remains a rural county with limited resources.

The King & Queen County Sheriff's Office serves the county of King & Queen, Virginia. To serve the community, the King & Queen County Sheriff's Office has 14 full-time sworn law enforcement officers and 5 part-time sworn law enforcement officers. The Sheriff's Office has 10 Deputies, 1 Investigator, 5 Dispatchers, 4 Court Security Deputies and 1 Auxiliary Deputy. The King & Queen County Sheriff's Office mission is to serve, protect and educate the citizens and visitors of King & Queen County. We are here to promote positive change and a safe environment in the King & Queen Community. To guarantee timely and accurate service of civil and criminal process. To effectively and efficiently receive emergency calls for law enforcement, fire and rescue and effectively dispatch and manage all incidents through radio communications. To maintain a safe and law-abiding community through community Policing, Investigations, Animal Control and Traffic Enforcement. All of this will be accomplished through a well-trained and diverse staff of dedicated employees



Mission Statement



The King and Queen County Sheriff's Office mission is to serve, protect and educate the citizens and visitors of King and Queen County. We are here to promote positive change and a safe environment in the King and Queen Community.

Goals & Objectives:

Integrity: We are committed to the highest performance standards, ethical conduct and truthfulness in all facets of our duties.

Respect: We treat all persons in a courteous and fair manner and exhibit understanding of ethnical and cultural diversity, both on and off duty. We defend and uphold the values of the constitution of the United State and the Commonwealth of Virginia.

Service: We embody our community and serve at their will. Therefore, we will provide courteous and professional service and work to foster strong community relationships.

Fairness: We treat all people impartially, with consideration and compassion. We are equally responsive to our employees and the community we serve.

Accreditation

The King & Queen County Sheriff's Office announced in June of 2018 that it is a law enforcement agency seeking Accreditation by the Virginia Law Enforcement Professional Standards Commission (VLEPSC). Of the more than 400 law enforcement agencies in Virginia, 100 of them have achieved this distinction. It is our desire to accomplish this task and join this distinct group.

Accreditation is considered the ultimate measure in professionalism among law enforcement agencies. The Virginia Law Enforcement Professional Standards Commission consists of members of the Virginia Sheriff's Association, Virginia Association of Chiefs of Police and the Virginia Department of Criminal Justice Services. It has established 190 professional standards divided into four general subject areas: Administration, Operations, Personnel and Training by which law enforcement agencies are measured.

In providing the accreditation program, the Commission's goals are:



- To promote public confidence in law enforcement.
- To promote cooperation among agencies
- To ensure proper training for law enforcement personnel.
- To increase the effectiveness and efficiency of services provided by law enforcement.

Accreditation sets the standards by which an agency must continue to operate in order to retain their accredited status. These professional standards must become a routine way of conducting Sheriff's Office business. There are on-going yearly reviews, with re-accreditation scheduled every four years.

The King and Queen County Sheriff's Office has been working hard this past year to standardize all policies and forms. We have established all our policies and forms to have consistency in the department. We are currently in the stage of getting standard proofs of compliance. We are gearing up to have our first mock assessment in early-2022. Followed by a full assessment in mid- 2022 and hopefully become fully accredited in 2022.



Department Statistics

 King & Queen County Sheriff's Office 				
Year End Department Statistics				
Description	2018	2019	2020	2021
Arrests Made	114	216	160	196
Traffic Summons Issued	2,440	3,422	2,645	2,980
Civil Papers Served	2,177	2,167	2,097	2,091
Received Calls for Dispatch	11,962	11,888	10,250	12,037
Warrants Issued	821	651	555	528
Accident Reports Made	162	153	121	140

Reportable Offense Statistics 2021

Group A Offenses

Group A offenses consist of the most serious crimes reported by the Sheriff's Office to the State.

Group A offenses consist of 22 categories of crime.

Group A Offenses	2018 Total	2019 Total	2020 Total	2021 Total
Homicide	1	0	0	0
Kidnapping/Abduction	1	0	1	3
Robbery	0	1	0	0
Sex Offenses (Forcible)	1	4	0	0
Sex Offenses (Non-Forcible)	0	1	1	0
Aggravated Assault	2	0	2	15
Simple Assault	14	40	26	31
Intimidation	1	0	0	6
Burglary/Breaking & Entering	0	4	2	2
Counterfeit/Forgery	0	1	1	1
Destruction/Damage/Vandalism	4	4	4	9
Drug/Narcotics Violation	42	78	42	45
Embezzlement	1	2	0	0
Extortion/ Blackmail	0	0	1	0
Shoplifting	0	0	0	0
Theft from Building	1	1	2	0
Theft from Coin Operated Machine	0	0	0	0
Theft from Motor Vehicle	0	0	0	0
Theft of MV Parts	0	0	0	0
All Other Larceny	1	2	0	7
Motor Vehicle Theft	1	2	2	0
Pornography/Obscene Material	0	2	0	0
False Pretense/Swindle/Confidence Game	0	1	0	3
Credit Card/ATM Fraud	0	5	0	1
Impersonation	0	0	0	1
Stolen Property Offenses	0	2	0	2
Weapon Law Violation	2	5	4	29

Reportable Offense Statistics 2021

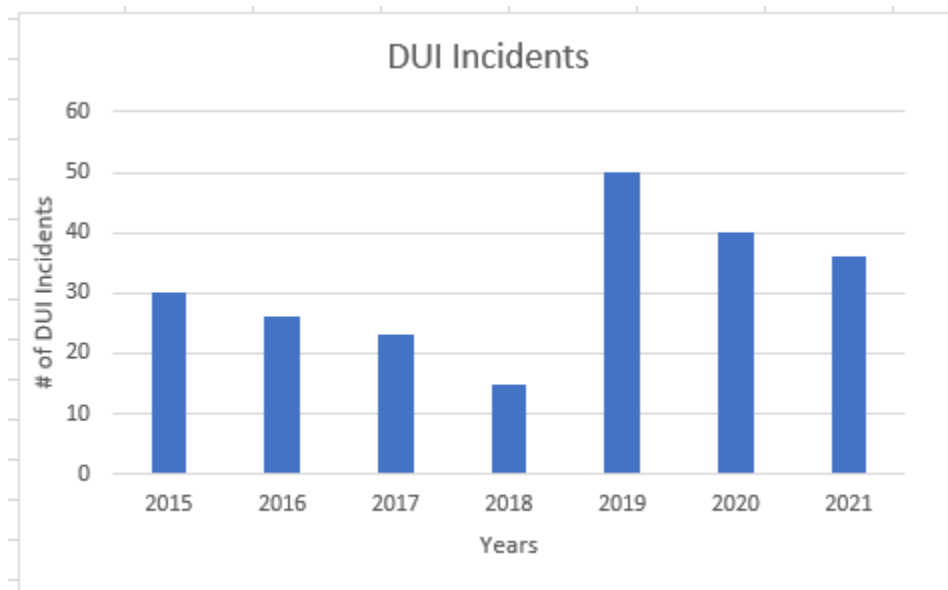
Group B Offenses

Group B offenses are crimes of a less serious nature. The State requires only those arrests for these offenses be reported. There are 12 crimes which require reporting arrest data.

Group B Offenses	2018 Arrests	2019 Arrests	2020 Arrests	2021 Arrests
Bad Checks	0	0	0	0
Disorderly Conduct	2	1	0	0
Driving Under the Influence (DUI)	15	50	40	36
Drunkenness	5	2	0	12
Family Offenses (Non-Violent)	1	2	0	0
Liquor Law Violations	9	14	0	13
Runaway	0	0	0	0
Trespass of Real Property	0	3	0	5
Conspire to Commit Group A Offense	0	0	0	0
All Other Offenses	17	41	26	54

DUI Enforcement

Number of DUI Incidents from 2015-2021



Project Lifesaver

Since the establishment of King and Queen County Project Lifesaver in 2019, the need for Project Lifesaver has grown and has been successful. This resource is free of charge to all citizens of King and Queen County because of the generous donations from local individuals and businesses. The King and Queen County Sheriff's Office strives to bring peace of mind to all the citizens when their loved ones go missing.

There has been an overwhelming response to this program and continuously growing. Currently, the program has 5 registered individuals and continues to grow. Captain William Balderson and Deputy Craig Jorgensen oversee the Project Lifesaver Program and are pleased that this resource has been successful and very much needed in the community.

Project Lifesaver was established in April of 1999 to assist those who care for Alzheimer, Dementia, Autism, Down Syndrome, and any other cognitive conditions that cause an individual to wander. The Project Lifesaver Program provides personalized radio transmitters or GPS locators to those individual people that tend to wander. These transmitters assist caregivers and the King and Queen County Sheriff's Office in locating those wandering individuals. Much of the time, wandering individuals are found within 30 minutes.



Mattaponi Rappahannock Explorers Post #333

The Mattaponi Rappahannock Explorers Post #333 was established in March of 2019. This post is a partnership between King & Queen and Essex County Sheriff's Offices. This program is for youth between the ages of 14 to 20. This program is not restricted to just the youth of King & Queen and Essex, youth are welcome from surrounding counties. Currently there are 5 explorers that are enrolled in the program. The post has had several members age out within the last year. We currently have several prospective members progressing through the application process. 2021 has been a quite different year for the explorers' post, due to COVID-19. We hope that in 2022, we will be able to give the explorers hands-on experiences in topics such as Forensics, Traffic Stops, Crash Investigations and much more. In 2022, we will have a strong push to grow the program to surrounding schools such as King William and West Point. The purpose of Law Enforcement Exploring is to educate and involve youth in law enforcement operations in order to interest them in possible law enforcement/criminal justice careers.

Through their involvement, youth in the Law Enforcement Explorer program develop an awareness of the complexities of law enforcement service and learn valuable lessons about the criminal justice system, public service, citizenship, and volunteerism.

The King & Queen County and Essex County Sheriff's Offices wanted to create a program to help the youth in the communities to further explorer's education, to encourage the explorers' participation in a rewarding and productive service activity and to enhance the explorers' preparation for future roles as citizens, community members, leaders and future law enforcement and criminal justice careers.



Mattaponi Rappahannock Explorer's Post #333

Special Recognition

2021 MADD Award

The King and Queen County Sheriff’s Office had a recipient of the 2021 MADD award, Deputy Brian Burr. The MADD award is given out each year to more than 100 law enforcement officers for their dedication to impaired driving enforcement and prosecution. In 2020, Deputy Burr investigated and handled over 15 DUI related incidents.

In October, Deputy Burr was awarded the 2021 MADD award. Deputy Burr is committed to reducing DUI related fatalities and keeping our citizens and all those who pass through our county safe!

The King & Queen County Sheriff’s Office strives to make our roads safe and one day hopes to eliminate drunk driving.



Graduations

Deputy Graduations

On May 28, 2021, Deputy Vladimir Rowe and Deputy Nathan Cox graduated from the Rappahannock Regional Criminal Justice Academy Basic Class 155. On September 4, 2021, Deputy Nikki Boyington graduated from the Rappahannock Regional Criminal Justice Academy Basic Class 156. On December 16, 2021, Deputy Desiree Lawson graduated from the Rappahannock Regional Criminal Justice Academy Basic Class 157 and was also privileged to be the LE Basic 157 class speaker. We are proud of all their hard work and accomplishments. The King & Queen County Sheriff's Office strives to ensure that all our deputies and dispatchers have the best knowledge and education possible to do their job efficiently.



K9 Graduations

On October 29, 2021, K9 Tess graduated from Ventosa Kennels. K9 Tess is now certified in Narcotics Detection, Tracking, and Article Searches. Along with K9 Tess, K9 Tyson took a few days to go to Ventosa Kennels to get recertified. We are happy to say that K9 Tyson has also been recertified in Narcotics Detection, Tracking, and Article Searches. The

King and Queen County Sheriff's Office now have two certified Dutch Shepherd K9s patrolling and protecting the citizens of King and Queen County. We are very proud of Sergeant Schefflien and his dedication and commitment to our K9 unit.



Animal Control Officer

ACO News

In December 2020, Officer John Parker was hired to assist in taking animal control calls for service. Our Animal Control officer enforces the laws and regulations set by the state and county with an emphasis on animal control laws. The King and Queen County Animal Control division duties include but are not limited to answering complaints from citizens, catching stray animals and more.

YEAR 2021	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Totals
Total Calls for Service	30	23	26	32	46	17	40	37	42	51	58	45	447
Follow-ups	6	2	3	3	3	1	8	3	16	12	17	10	84
Summonses	0	1	0	0	0	0	0	0	0	0	0	0	1
Warnings	2	0	0	0	2	0	3	0	1	0	2	0	10
Lost Cats	0	0	1	0	0	1	0	0	0	0	0	0	2
Lost Dogs	5	3	0	7	1	0	0	3	10	6	3	0	38
Bite Scratch Reports	2	0	1	0	0	1	2	0	0	0	1	1	8
Animals Transported													
Dogs Transported to Shelter (Stray)	6	4	5	6	9	2	9	7	7	0	1	5	61
Dogs Transported to Shelter (Owner Surrender)	0	0	0	0	2	1	1	0	4	0	0	0	8
Cats Transported to Shelter (Stray)	2	1	0	2	8	0	1	0	1	0	4	0	19
Cats Transported to Shelter (Owner Surrender)	0	0	0	0	1	19	8	0	3	0	37	2	70
Dogs Returned to Owner	2	4	2	3	2	0	2	3	2	15	3	4	42
Cats Returned to Owner	0	0	0	0	0	0	0	0	0	0	0	0	0
Dogs Seized	1	0	0	0	0	0	0	0	0	0	0	0	1
Cats Seized	0	0	0	0	0	0	0	0	0	0	0	0	0
Dogs Taken to Vet	0	0	0	1	1	0	0	1	0	0	0	0	3
Cats Taken to Vet	0	1	0	0	0	0	0	0	0	0	0	0	1
Dogs Euthenized in County Only	1	0	0	0	0	0	0	0	0	0	0	0	1
Cats Euthenized in County Only	0	0	0	0	0	0	0	0	0	0	0	0	0
Types of Animals Processed													
Dogs Total	10	10	8	9	13	3	10	11	13	15	4	9	115
Cats Total	2	1	1	2	9	19	9	0	4	0	41	2	90
Equine	0	0	1	0	0	0	0	0	0	0	0	0	1
Livestock/Poultry	0	0	2	1	14	0	0	0	0	0	0	0	17
Wildlife	0	0	2	1	0	0	0	0	1	0	0	0	4
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Wild Life Euthenized	0	0	0	0	0	0	1	0	0	1	0	0	2

Drug Enforcement

Drug Take Back Day 2021

The King and Queen County Sheriff's Office participated in two Drug Take Back Day events in 2021. Each year, the Sheriff's Office sets up two sites: Nick's Spaghetti and Steak House and the Pamunkey Regional Library. The first one occurred on April 24th and the second one occurred on October 23rd. Several deputies were stationed at the two drop-off sites to greet citizens and accept any unused, unwanted prescriptions. This year a total of 16 pounds was collected.



We want to take this time to thank all the citizens for coming by, seeing our deputies, and getting rid of those unused prescription medications so that they do not get into the wrong hands. The citizens of King and Queen County are helping end prescription drug abuse!

Community Activity

Community Pride Day and Walkerton Day 2021



Each year the King and Queen County Sheriff's Office looks forward to participating in Community Pride Day and Walkerton Day. Due to the COVID-19 pandemic and out of caution for the safety of the public, both events were cancelled for the year. In 2022, we hope to be back out in the community for these events and many more.

2021 High School Graduation Celebration

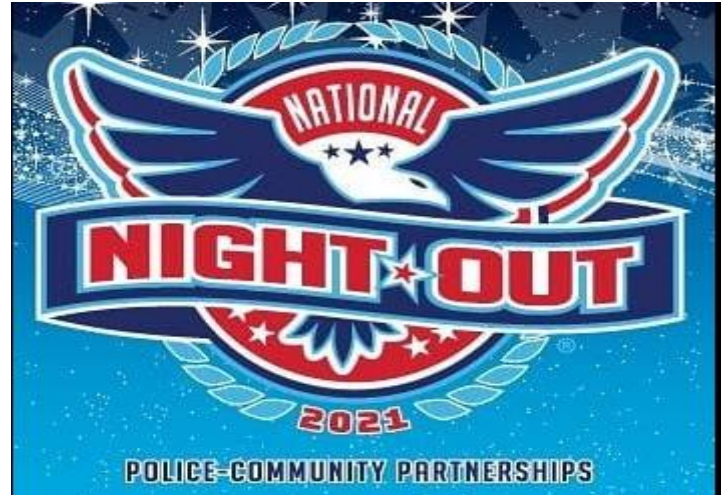
On June 12, 2021, the King & Queen Sheriff's Office attended Central High's graduation ceremony. Corporal Radden, Central's School Resource Officer stood proudly as 28 graduates received their diplomas. The King & Queen Sheriff's Office takes pride in providing a safe learning environment for the county's youth. Graduation day is the result of years of hard work by each student. We at the Sheriff's Office wish the class of 2021 the best of luck in their future endeavors.



Community Activity Continued

National Night Out

In August 2021, the King and Queen County Sheriff's Office participated in National Night Out. This event is a partnership between local community organizations and citizens of the county. Each year, on the first Tuesday in August, communities across the United States participate in National Night Out. This event heightens crime and drug-prevention awareness, and develops strong bonds within the community. This was our first inaugural National Night Out. We as an agency, look forward to many more National Night Out events in the future.



D.A.R.E. Program

In October 2021, The King & Queen County Sheriff's Office firmly established the D.A.R.E program. This program is conducted in partnership with the King & Queen County school system. The ten-lesson program is instructed at both elementary schools and covers a variety of topics. Students learn how to combat peer pressure and put an end to bullying. Students are also taught how to be productive members of society. This program allows us to bridge the gap between law enforcement and our county's youth.



Awarded Grants

Coronavirus Emergency Supplemental Funding Grant Program (CESF)

On September 8, 2020, the King and Queen County Sheriff's Office was awarded \$49,900 in grant funding to be used towards combating the COVID-19 pandemic. The funds were used to buy supplies such as disinfecting wipes, N95 masks, gloves, Lysol spray, hand-sanitizer, and protective glasses to be given to personnel. Some of the funds were allocated to help with coverage of personnel on court days. Much of our court security staff is in the high-risk range so to ensure their health and safety, funds were used to grant over-time pay to our patrol deputies to help cover security on court days. The grant was good through October 2021 and we have reapplied.



School Resource Officers Grants

In 2021, the King and Queen County Sheriff's Office re-applied for the school resource officers grants through the Department of Criminal Justice Service and were awarded two School Resource Officer grants. These two grants allowed the Sheriff's Office to provide a School Resource Officer at Central High School and a shared School Resource Officer at Lawson Marriott Elementary School and King and Queen Elementary School. The School Resource Officers provide a safe and secure environment for students and staff and foster a positive relationship between law enforcement and citizens.

In 2021, our School Resource Officer was Corporal Barry Radden who is assigned to Central High School. Corporal Radden will continue his role as SRO for Central High School. In August 2021, we will be welcoming Deputy Jonathan Mills as the School Resource Officer for Lawson-Marriott Elementary School and King and Queen Elementary School. Both Corporal Radden and Deputy Mills are dedicated to the safety of the many students and staff in our educational facilities here in King and Queen County.

Awarded Grants Continued

Body-Worn Camera Grant Program

(BWC)

In April of 2021, the King and Queen County Sheriff's Office was awarded \$18,900.00 for the Body-Worn Camera Grant Program from the Department of Criminal Justice Services. This grant does not run out until March 2022, so this is still an active grant and the sheriff's office is still fulfilling. This program provides funding for body-worn cameras for officer and citizen safety. With this program the King and Queen County Sheriff's Office is currently in the process of adding 25 new body-worn cameras to the already existing 12 body-worn cameras in the program. Over the years these cameras take a great deal of wear and tear as they are worn by our deputies each day. As our deputies deal with unpredictable incidents these cameras take the blow, such as inclement weather, tracking through woods and brush and apprehending unruly citizens at times. With the funding from this grant the sheriff's office can add body-worn cameras to replace those cameras that go out of commission to be fixed but it also gives the sheriff's office extra cameras to be given to Part-time Deputies and Court Security Deputies. It is critical that our Court Security Deputies have body-worn cameras as the rise in ECOs have occurred and much of the time our Court Security Deputies are responsible for the transport of these individuals. Being awarded the funding from this grant has significantly helped sheriff's office, the cost of body-worn cameras is constantly going up but the need for them is also rising. Having been awarded this grant has given the sheriff's office some relief budget wise on equipment. The equipment the sheriff's office uses each day is expensive and a constant upkeep, so the assistance from the grant has been helpful.

Department Updates

Text to 9-1-1

In December 2020, the King and Queen County Sheriff's Office along with King and Queen Emergency Services Department were proud to announce a new resource, text to 9-1-1, to our Dispatch Center. The Sheriff's Office and King and Queen Emergency Services Department worked together to train and implement text to 9-1-1 into our Dispatch Center. Text to 9-1-1 is a great resource for individuals who are deaf, hard-of-hearing or have a speech disability. With text to 9-1-1, the Sheriff's Office is better equipped to quickly respond and send resources to those in need, when calling 911 is not an option.



E-Summons

In July 2020, the King and Queen County Sheriff's Office started issuing E-Summons in place of the handwritten tickets. These summonses reduce the average time it takes to issue and complete a traffic stop. They also tend to be more accurate because they are entered into the system by the Deputies. All the E-Summons are submitted electronically to the Virginia Supreme Court, which submits them to the District Court of the correct jurisdiction. For each summons issued \$5.00 goes into an E-Summons fund to solely fund software, hardware, and associated equipment costs for the implementation and maintenance of the electronic summons system.

Coronavirus Pandemic Impacts

Combating COVID-19

In December 2019, the United States was impacted by the Coronavirus (COVID-19) Pandemic. This pandemic continued into 2021 and we are currently still battling this pandemic. The King and Queen County Sheriff's Office implemented safety measures around the office and equipped personnel with personal protective equipment to protect its employees and the public. Each non-sworn employee was given a mask and disinfectant materials and our sworn personnel such as patrol deputies were given N95 masks, disinfectant materials, gloves, and goggles to protect them while on calls for services.

At the start of the pandemic, the Sheriff's Office put all the Court Security staff on leave, due to them all being over the age of 50. The Sheriff's Office made this decision to keep our Court Security healthy and safe. Statistics showed that individuals over the age of 50 were at a higher risk to contract the Coronavirus. The patrol deputies were asked to help cover security on court days. This was a lot for our deputies to undertake but they stepped up to the plate and took over court security seamlessly. As of the end of December 2021, much of our Court Security staff is back to a regular schedule but our patrol deputies continue to assist on court days.

Certain personnel protocols were made for the entering and exiting of the Sheriff's Office to help reduce the spread of germs and possibly the virus. Every person that enters the Sheriff's Office is required to wear a mask the entire time they are inside the Sheriff's Office. All surfaces and equipment must be wiped down after each shift. Only one patrol deputy is allowed in the office at a time and time in the office should be at a minimal. There should be no more than one dispatcher in the Dispatch Center at a time unless training is taking place. No patrol deputy is allowed in the Dispatch Center at any time and dispatchers should leave there exiting of the Dispatch Center to a minimum. These protocols were put into place to keep everyone as safe and healthy as possible. Hopefully, the Coronavirus will run its course and the Sheriff's Office will get back to a "new" normal soon.

The Sheriff's Office applied for the Coronavirus Emergency Supplemental Funding Grant and was awarded \$49,900. The funds from this grant went towards purchasing personal protective equipment such as disinfecting wipes, N95 masks, gloves, Lysol spray, hand-sanitizer, and protective glasses. Funds were also used to pay for overtime to the patrol deputies who covered security on court days while our Court Security staff were on leave and when staff shifts were affected by the virus.

At the end of 2021, two full years since it has started, we are still battling the virus as it changes variants. Ninety percent of our staff are vaccinated and a few have received the booster. We have applied for grant funding for our continued response to the virus.