

PUBLIC SAFETY

Police Department

Emergency Management

Fire Department

Department of Licenses, Permits & Inspections

Sealer of Weights & Measures



Hudson Police Department

2022 Year End Review



Richard P. DiPersio
Chief of Police

Hudson PD

OUR MISSION

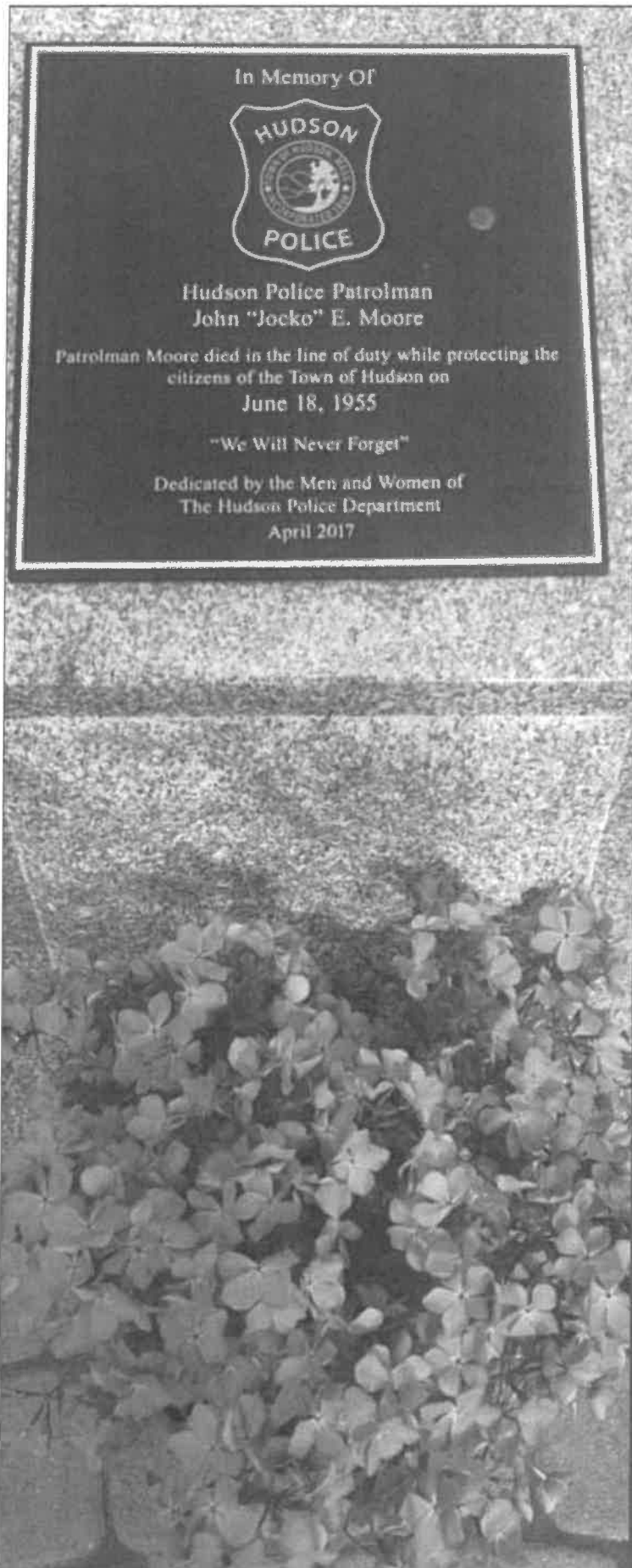
All members of the Hudson Police Department are united in providing professional police services to the Town of Hudson. We pride ourselves on improving the quality of life for all citizens. Our goal is to provide a safe and secure environment by interacting with the community, stressing the control and prevention of crime. This will be accomplished through fair and impartial policing, while focused on efficient service to all citizens. We recognize and accept our responsibility to serve while affording dignity and respect to each and every individual we encounter. While concentrating on the protection of life and property, protecting all constitutional freedoms and enforcing the law without bias, we will serve the Town of Hudson and relentlessly focus to achieve our mission.

OUR VISION

To optimize the efficient use of police resources, the Hudson Police Department maintains a balance between responding quickly and professionally to all forms of crime and emergencies while also actively engaging the community we serve in setting priorities for the department, as well as collaborating on problem solving and crime prevention efforts and approaches. Recognizing that quality of life begins with public safety, the members of the Hudson Police Department and its community stakeholders shall continue to form lasting and successful partnerships with other law enforcement, government and civic agencies to address all crime and disorder issues. In doing so, we will continue to be guided by the department's core values of racial equality, respect, integrity, fairness and professionalism in all of our future endeavors.

OUR VALUES

We, the members of the Hudson Police Department, are dedicated police professionals committed to the community we serve, sensitive to the needs and wants of our citizens, holding ourselves accountable to the highest standards of excellence and integrity, and treating all citizens that we encounter with respect and dignity.



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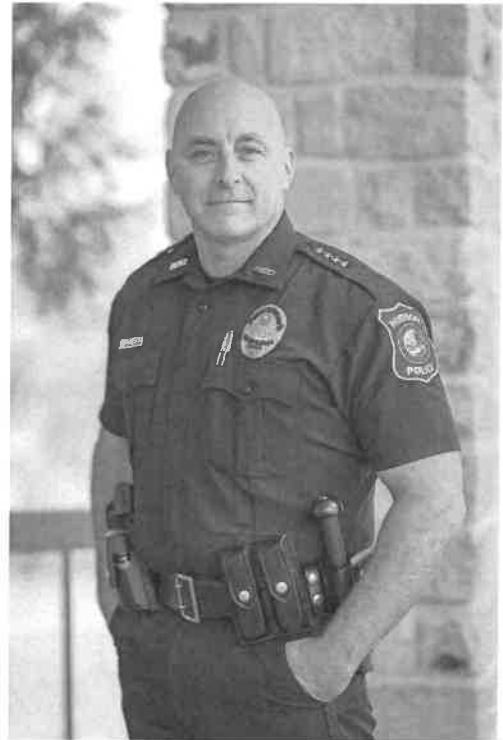
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“NO ONE IS COMPELLED TO CHOOSE THE PROFESSION OF POLICE OFFICER; BUT HAVING CHOSEN IT, EVERYONE IS OBLIGATED TO PERFORM ITS DUTIES AND LIVE UP TO THE HIGH STANDARDS OF ITS REQUIREMENTS.”

~ CALVIN COOLIDGE ~

Message from Chief Richard P. DiPersio

It is my pleasure to present the 2022 Hudson Police Department's Annual Report. Every year presents new challenges for the Hudson Police Department and 2022 was no exception. I'm incredibly proud at how HPD rose to meet those challenges and continues to lay the foundation for future success. During 2022, the brave men and women of HPD selflessly served through the ongoing pandemic. In addition, the new Police Reform Bill in Massachusetts produced several new mandates and guidelines for law enforcement in the Commonwealth of Massachusetts. Part of this legislation were requirements on police officer certification. Due to the Hudson Police Departments high level of expectations and standards of our members, we had no issues in meeting these mandates and all officers presented for certification in 2022 were certified.



This new legislation also had mandates relative to police accountability. As such, we were required to review all police complaints and disciplinary matters for every active member of the department, provide that information to the Massachusetts Peace Officers Standards and Training Commission (POST-C), and update policies accordingly. This research and collection of data took a tremendous amount of time to accomplish, but again, we successfully met those mandates.

Mental health responses continue to rise in our community, and HPD and the Town of Hudson remain committed to providing services to help address these issues. We are proud of our relationship with Advocates and the Co-Response Jail Diversion Program which provides the department with a clinician to respond to calls alongside police officers to those experiencing crisis.

We remain committed to enhancing public safety, ensuring transparency, and engaging with all people in our community. Our community engagement initiatives have evolved and are thriving, providing more opportunities for residents and business owners alike to meaningfully interact with HPD members. In light of the negative effects of continued scrutiny of law enforcement, and the recruitment and retention challenges posed by this scrutiny, we are fortunate to be at full staff as of writing this report. We are now more diverse than ever, a direct result of our proactive efforts to reflect the diversity that exists in our community. We continue to make significant strides towards department accreditation, which has resulted in the review and development of a significant amount of policies, procedures, and directives, ensuring we meet modern, professional standards.

Message from Chief Richard P. DiPersio

At full authorization, the department has 35 sworn police officers, 11 civilian dispatchers, 3 administrative staff, 3 traffic control officers, and 9 crossing guards. In 2022, the Hudson Police Department experienced the following changes in staffing:

- Det./Sgt. Christopher Shea retired after 34 years of service
- Yvonne Bleiler retired from her position as crossing guard after 34 years of service
- Disp. Karen Bigeau joined the Dispatch Center in October
- Sgt. Shamus Veo was promoted to the rank of Sergeant in July
- Disp. Simon Fonseca joined the Dispatch Center in June
- Ofc.'s Kayleigh Myerson and Cameron O'Toole were hired as Police Officers and began academy training in September
- Disp. Priyanshi Patel joined the Dispatch Center in August
- Ofc. Joshua Rahn joined the ranks in July
- Disp. Cailyn Walsh joined the Dispatch Center in June
- Community Resource Dog "Murf" joined the ranks in March

The Hudson Police Department continues to serve and protect the Town of Hudson with the utmost professionalism and distinction. We will always remain focused on visibility, engagement, collaboration, and dedication to making the town safe for all who reside, work, and visit our Town. We will continue to instill community policing principles and constitutional policing methods to ensure fair and impartial treatment and protection of citizens' rights.

I would like to thank our community members, elected officials, and town administration for their steadfast support. You walk hand in hand with us as we navigate these challenges, and the relationships we build with all of you along the way is the foundation of our success. Rest assured, our citizens can rely on the department to continue to provide the best public safety services possible, offering an unmatched quality of life that residents and businesses are proud to call home. HPD looks forward to providing another year of public safety service that exceeds expectations in 2023. I am extremely proud of the men and women of the Hudson Police Department and I am honored to work alongside them. It is an honor to serve as Chief of Police of the Hudson Police Department and to lead the men and women of this agency in our continued efforts to best protect and serve this safe and thriving community.

With Kindest Regards,

Richard P. DiPersio, Chief of Police

Office of the Chief of Police

Richard P. DiPersio

Chief of Police

Chad E. Perry

Captain

Cory Bishop

**Administrative Assistant to
the Chief of Police**

Thomas G. Crippen

Lieutenant



Command Staff



Richard P. DiPersio
Chief of Police

Chad E. Perry
Captain



Lt. Thomas G. Crippen
Services Division Commander

Lt. Michael S. Vroom
Operations Division Commander



Department Roster

POLICE DEPARTMENT ROSTER

2022

POLICE CHIEF

RICHARD P. DiPERSIO

POLICE CAPTAIN

CHAD E. PERRY

LIEUTENANTS

THOMAS G. CRIPPEN, MICHAEL S. VROOM

SERGEANTS

ROBERT MERRILL, ROGER DOWNING, JOHN MURPHY,
JESSE HAYDEN, JOHN YATES, SHAMUS VEO

POLICE OFFICERS

JOHN DONOVAN, WENDY LAFLAMME, RONALD MACE, PETER LAMBERT, CRAIG PERRY, CHAD CROGAN,
JONATHAN PARKS, CHRISTOPHER VEZEAU, JOSEPH EDIE, JAMES CONNOLLY, JOSEPH ESPIE, CALVIN AHEARN,
KEVIN JOHNSON, SAMUEL LEANDRES, MICHAEL HURLEY, JAMES DOWNING, ZACHARY SCHAEFFER, PATRICK
KERRIGAN, JASON HATSTAT, MICHAEL DORAN, KEVIN MARTINS, NICHOLAS LAMPSON, ANDREW GARCEAU,
KAYLIGH MYERSON, CAMERON O'TOOLE

DETECTIVES

DET. SGT. ROBERT MERRILL, DET. CHAD CROGAN (SRO), DET. NICHOLAS LAMPSON (SRO), DET. CHRISTOPHER
VEZEAU, DET. JAMES CONNOLLY

COMMUNICATIONS SPECIALISTS

THERESA OSBORNE (DISP. SUPERVISOR/RECORDS CLERK), JODY BLANCHARD, PETER RYAN, JOSEPH FOURNIER
MARCUS BLANCHARD, DAVID O'BRIEN, KAREN BIGEAU, SIMON FONSECA, MICHELLE STACEY,
PRIYANSHI PATEL, CAILIN WALSH, GABRIEL LOPEZ

ADMINISTRATIVE STAFF

CORY BISHOP (ADMINISTRATIVE ASSIST. TO THE CHIEF OF POLICE), (PAYROLL-VACANT)

SCHOOL TRAFFIC SUPERVISORS

YVONNE BLEILER, PATRICIA CUNHA, CYNTHIA GOULD, DONNA GRESKA, PAULA MADDEN, LUANN WELLS, DON
QUINN

PARKING CONTROL OFFICER

THOMAS W. BOUDREAU

TRAFFIC CONTROL OFFICERS

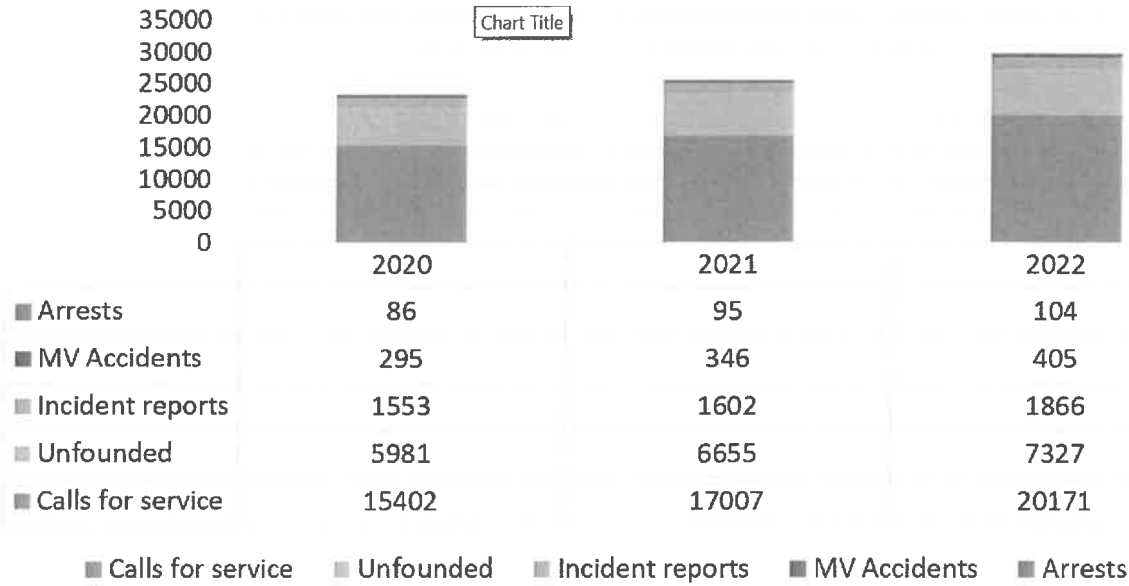
THOMAS W. BOUDREAU, ALFRED BARESE, CHRISTOPHER SHEA

ANIMAL CONTROL

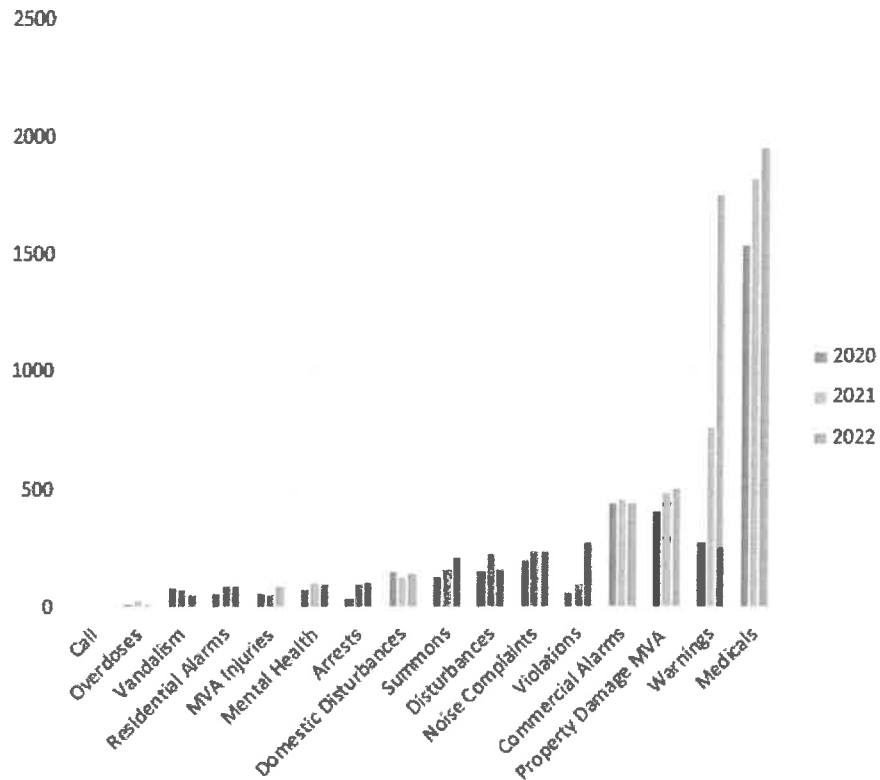
JENNIFER CONDON

HPD by the Numbers

Calls for Service



Calls by Type



Department at a Glance

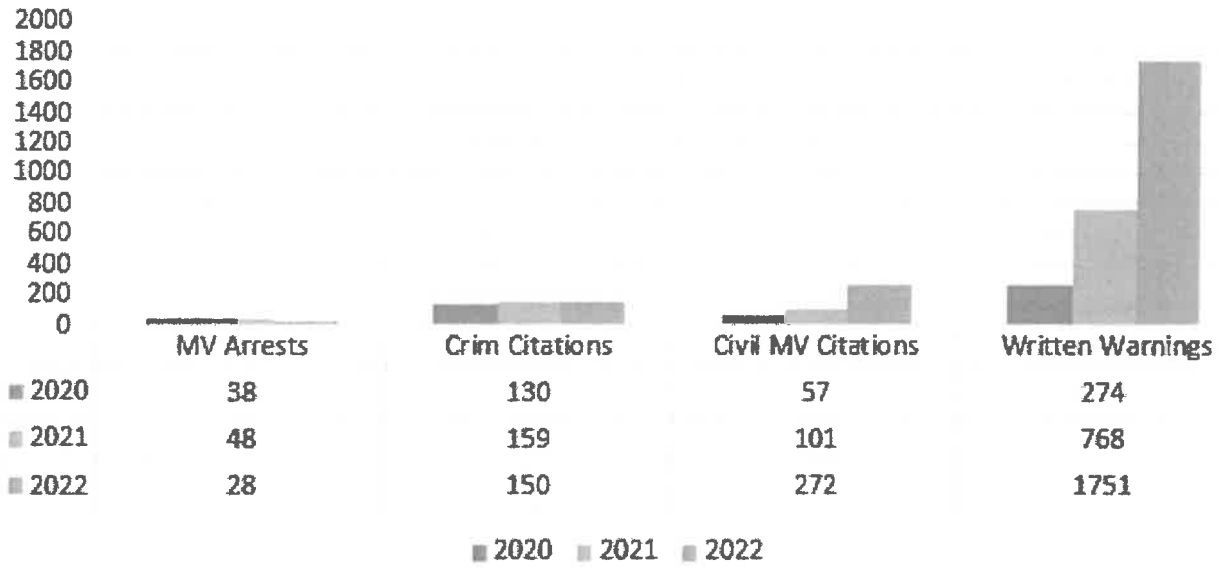
Call	2018	2019	2020	2021	2022	Total
Overdoses	23	23	11	30	14	101
Vandalism	68	80	84	78	52	362
Residential Alarms	118	123	62	93	90	486
MVA Injuries	66	55	58	52	90	321
Mental Health	56	73	77	105	96	407
Arrests	1	38	38	95	104	276
Domestic Disturbances	171	174	152	131	147	775
Summons	18	67	130	159	216	590
Disturbances	197	272	152	228	161	1010
Noise Complaints	179	181	199	236	239	1034
Violations	45	81	57	101	272	556
Commercial Alarms	379	485	440	460	446	2210
Property Damage MVA	605	668	402	486	508	2669
Warnings	244	286	274	768	1751	3323
Medicals	1550	1568	1539	1822	1957	8436
MV Stops	901	862	1085	2236	3085	8169

Column1	2018	2019	2020	2021	2022	Total
Protective Custody	11	11	10	12	6	50
Arrests	147	121	86	95	104	553
Summons	132	161	168	178	200	839

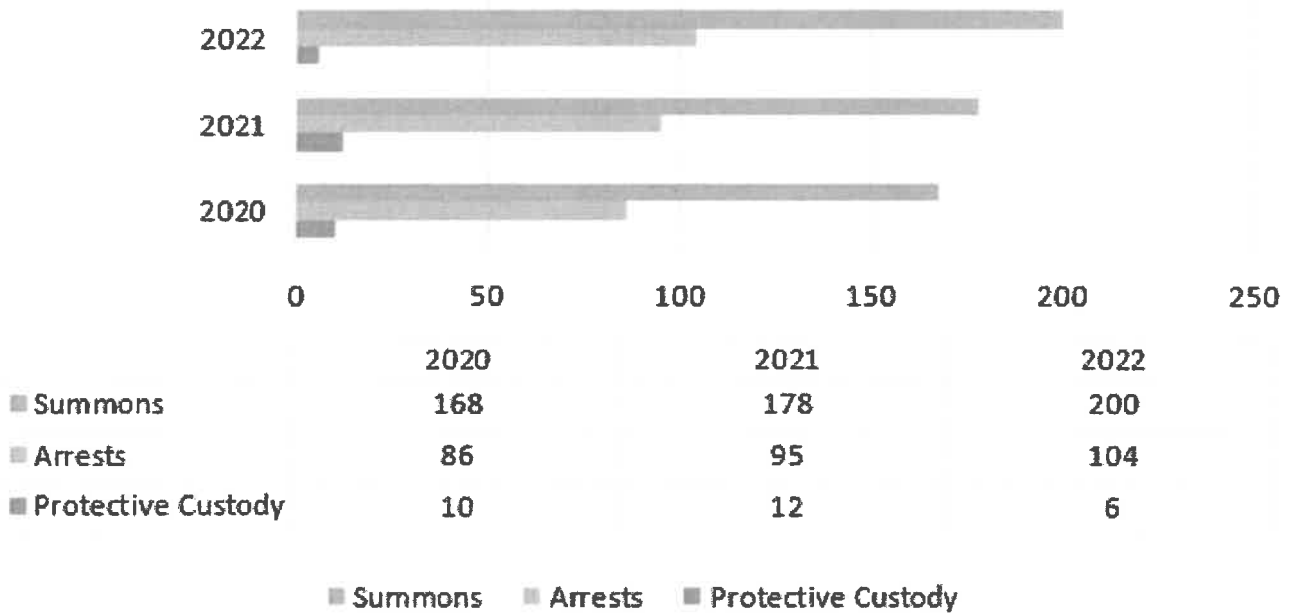
Column1	2018	2019	2020	2021	2022	Total
Calls for service	16149	15762	15402	17007	20171	84491
Unfounded	6178	5656	5981	6655	7327	31797
Incident reports	1507	1413	1553	1602	1866	7941
MV Accidents	441	476	295	346	405	1963
Arrests	285	294	264	95	104	1042

Column1	2018	2019	2020	2021	2022	Total
MV Arrests	1	38	38	48	28	153
Crim Citations	18	67	130	159	150	524
Civil MV Citations	45	81	57	101	272	556
Written Warnings	244	286	274	768	1751	3323
Citation \$	3880	7570	4935	9740	40590	66715

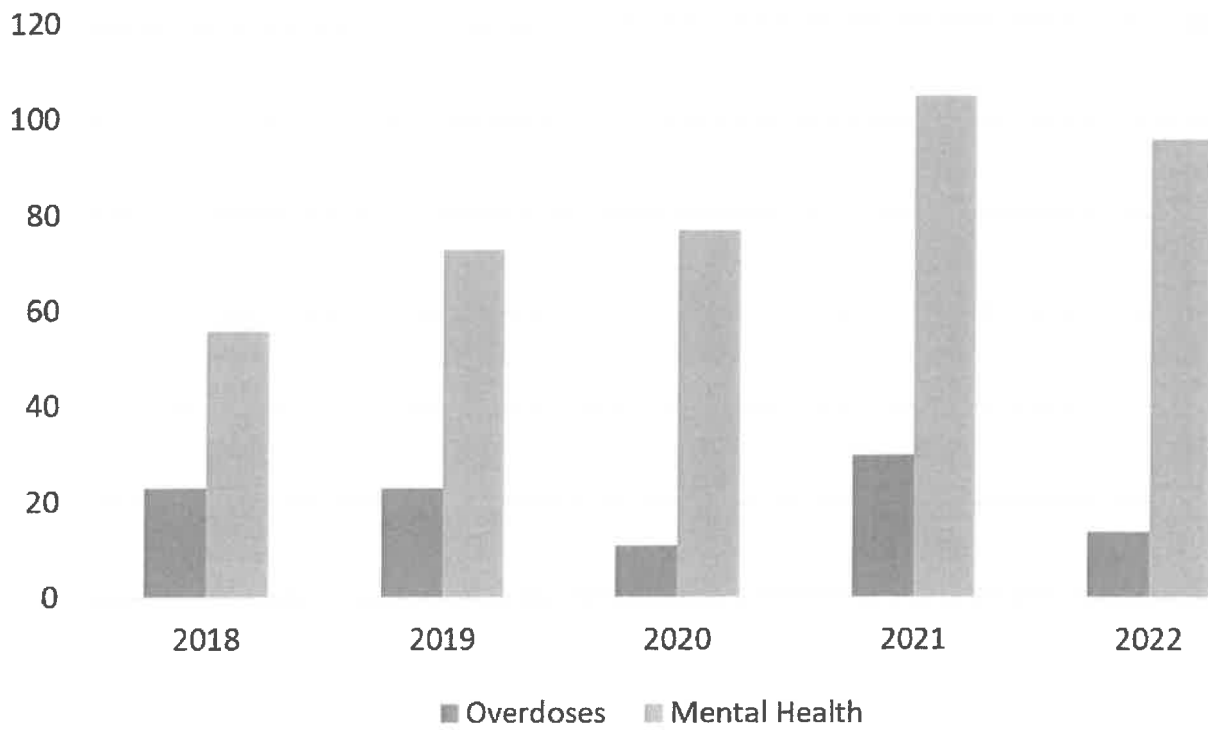
Citations



Arrests

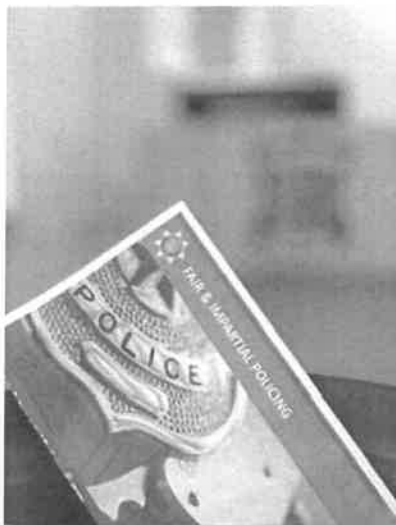


Mental Health & Overdose calls



**WE ARE TRANSPARENT
WE ARE TRUSTWORTHY
WE ARE COMPASSIONATE
WE ARE YOUR POLICE DEPARTMENT**

Transparency means being open to public review and scrutiny and always operating with honesty and integrity in every mission, every encounter. We pride ourselves on making sure the public understands what we do and we hold ourselves accountable for our actions. We are open and honest about our activities, we give our officers and supervisors clear training, and we hold violators of our policies accountable. We train to be the very best we can be.



QUICK FACTS	
TOTAL POPULATION	20,092
SWORN POLICE OFFICERS	35
CALLS FOR SERVICE RECEIVED IN 2022	20,171
TOTAL ARRESTS MADE IN 2022	104
TOTAL CITIZEN COMPLAINTS RECEIVED IN 2022	2

HUDSON POLICE CITIZEN COMPLAINTS

Two complaints were received of alleged misconduct by Hudson Police Officers during 2022. After a thorough investigation under the direction of the Chief of Police, one complaint was sustained, while the other was not. The Hudson Police Department takes all citizen complaints very seriously and investigates these matters with due diligence. We will always strive to improve our customer service and build relationships with members of our community. We are deeply committed to providing quality police services and we encourage communication between our community and the department to address any issue that may arise.

PERMIT REVENUE

PERMIT REVENUE RECEIVED

License to Carry Firearms & FID Permits	Total Fees Collected:	\$21,300.00
	Commonwealth General Fund:	\$15,925.00
	Local Agency:	\$5,375.00

SOCIAL MEDIA

In an effort to enhance transparency, community engagement, and communication with the community, we continue to expand the use of social media as an additional tool to communicate with citizens. We actively engage in the use of Facebook and are beginning to upgrade and enhance our department webpage to a format that is more user friendly, will allow us to provide more information to residents, and offer a better, more interactive page. Our Facebook page continues to strengthen our communication with the community. We currently have 10,000 FB followers and 6,000 followers on Twitter.

Patrol Division

The **Patrol Division** is the largest division in the Department, and is the backbone of the police organization. When someone calls 9-1-1, officers from our Patrol Division are the ones who respond. These officers work under the direction of a patrol supervisor and are assigned to four zones throughout the town, called sectors. The function of the Patrol Division is to provide uniformed patrol coverage to all areas of Hudson. Officers' conduct patrols in motor vehicles, on foot, bicycle, and motorcycle. They respond to emergencies such as crimes in progress, medical emergencies, motor vehicle accidents, fires, disturbances, vandalism, domestic issues, and many other calls for service. Part of a patrol officers function is to investigate citizen complaints, investigate crimes, appear in court, protection of life and property, provide traffic control and enforcement, monitor suspicious or unusual activity, carefully document activity and prepare detailed reports, and attend community based events. The primary goal of the Patrol Division is the prevention of crime and maintaining a safe environment for the community through our community policing philosophy.



CRIMINAL INVESTIGATIONS DIVISION

Sergeant Robert Merrill	Detective Supervisor
Detective Chad Crogan	Detective / SRO / K9 Murf Handler
Detective Christopher Vezeau	Detective/ Court Prosecutor
Detective Nicholas Lampson	Detective / SRO
Detective James Connolly	Detective / FBI Task Force

Once a crime occurs and an officer has taken a report, it's time for detectives to do their thing and go about the business of figuring out who is responsible. That's where HPD's Criminal Investigations Division (CID) comes in. The CID is responsible for solving the most serious crimes, and following up on all crimes and reported complaints. The goal of the CID is to find perpetrators and bring them to justice. Our Criminal Investigations Division is commanded by Capt. Chad Perry, and is supervised by Det. Sgt. Robert Merrill. Assigned to the CID are Juvenile Detectives SRO's Chad Crogan and Nicholas Lampson, Det. Christopher Vezeau, and Det. James Connolly.



The mission of the detective bureau of the Hudson Police Department is to investigate major or more complex crimes such as sexual assaults, death investigations, identity theft, fraud, larcenies and firearms violations, to name a few. The detective bureau supplements the patrol force and assists with investigations where, due to jurisdictional issues, time constraints and other factors, prohibit the patrol force from being able to bring the incidents closure. The bureau works closely with the District Attorneys Office, state, local and federal agencies to assist with investigating cases from start to finish.

The detective bureau saw many personnel changes this year. Detective Sergeant Christopher Shea retired in February after many years of dedicated service to the department. Detective/SRO (School Resource Officer) Shamus Veo was promoted to sergeant and is currently in the patrol division. Officer Nicholas Lampson was promoted to Detective/SRO and has enthusiastically taken on that role, working as the SRO at Hudson High School. I was promoted to Detective Sergeant in June and look forward to working with the very talented detectives in the unit, as we continue to serve the town.

The department acquired a community comfort dog, Murf, who is assigned to Detective Crogan as his handler and has been continuously training with him this year. Murf is a GOFI Dog (Golden Opportunities for Independence) and has assisted with bringing comfort to those in need and will continue to do so.

On May 19, 2022, Detectives Crogan, Veo (now Sgt. Veo), Vezeau and Connolly received an exemplary service unit citation from Chief DiPersio for continued outstanding efforts as a unit.

Our Jail Diversion Clinician, Taylor Hayden, continues to be a valuable asset to the department assisting with mental health calls and providing excellent information and resources to both the officers and the community. Taylor helps provide on scene crisis de-escalation and provides an outside escalated level of care, which is typically seen in a hospital or Doctor's office. This level of care allows the department to appropriately assist the community with the proper services they may need, as opposed to making an arrest, which may not be the best course of action for the circumstances.

Hudson Police Detective Bureau continues to enter and monitor drug overdose incidents entered into the Middlesex Critical Incident Management System (CIMS). The post overdose support team (POST) consists of department staff who meet regularly with other department staff to attempt to reach out and assist those who are affected by these incidents, providing assistance and resources.

During the 2022 year it appears identity theft, internet fraud, credit card fraud and scams targeting residents, especially the elderly, have increased. These crimes continue to be difficult to investigate. The detective bureau has had investigations this year working with the state police and the FBI regarding these crimes. When possibly being scammed, we encourage the community to do its due diligence and follow up to see if in fact what is being told to them is true. There have been many "grandparent" scams throughout the state, and the town of Hudson was no exception. Often times scammers will call claiming to be a grandchild, or lawyer for the grandchild, demanding money quickly. We encourage the community to slow down this process and contact family members and friends and tell them about this situation. Usually this is enough to help realize this is in fact a scam.

In closing, I would like to thank the members of the detective bureau for their hard work, dedication and thoroughness, which does not go unnoticed. Thanks to Chief DiPersio for his leadership and support. We appreciate the support from the community and look forward to continue to serve the Town of Hudson.

Detective Sergeant Robert B. Merrill, Jr.



Detective / SRO

As the Juvenile Detective for the Town of Hudson, my primary function is to build a positive and lasting bond with the youth in our town. In March of 2022 I received a new partner, Murf. Murf is our departments new Community Resource Dog. Murf is from Golden Opportunities for Independence, also known as GOFI dog in Walpole, MA. Murf is a highly trained and tested canine who provides a kinder, gentler way of community policing as well as a friendly find search rescue. Murf and I were tested when he was 6 months, 12 months and will be tested when he is 18 months, according to standards set forth by the American Kennel Club and Assistance Dog International: 7 Weeks: Puppy Aptitude Test, 6 Months: Puppy STAR-for Dog and Handler, 1 Year: Canine Good Citizen Certification, 18 Months: Public Access Test

Murf often spends time with kids in all grade levels. Murf has been the guest reader for multiple classes, he has been to classrooms where students have read books to him, helping build students confidence. Murf also spends time at the schools having 1-1 sessions for students and staff that need comforting. Murf also makes frequent visits to the Senior Center, where he gets lots of special attention. Murf has also been deployed to other towns and school districts to help comfort and calm those who have experienced a tragedy.

Murf trains weekly for friendly find search and rescue. Each week we train in different environments where he might be used to enhance and build on his tracking. Murf loves to use his nose and search.

Since his "gotcha day" he has quickly become one of the most recognizable members of the Hudson Police Department. I am excited to continue to share all the great things Murf does with the residents of Hudson.

In my duties, I investigate juvenile matters for the town and I am a member of the Massachusetts State Police Cyber Crimes Unit, where I investigate child related computer crimes. I am also assigned to investigate many other incidents.

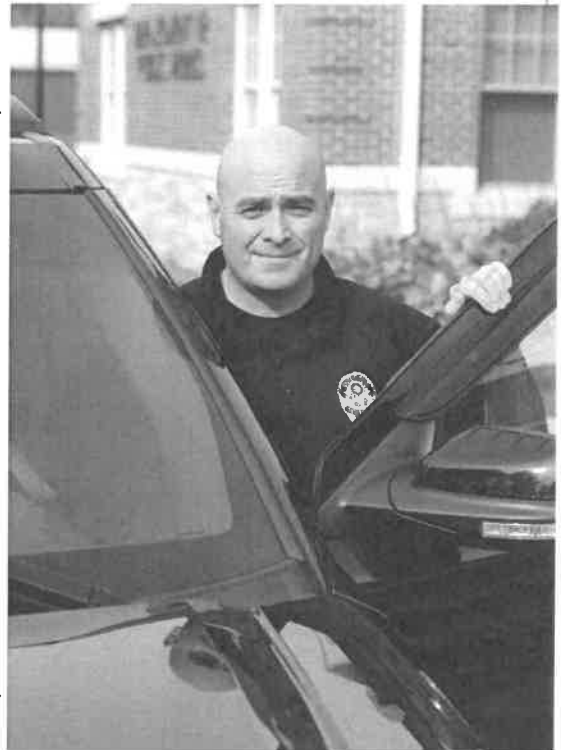
In Schools, I recognize there are many other important issues, which are presented at various grade levels throughout the school year. Some are: Anti Bullying, Internet safety/NetSmartz program, Halloween safety, Bicycle safety, Bus safety, Violent behavior, Stranger danger, Bicycle helmet laws, and Dangers of Vaping/Tobacco use.

School and student safety are the utmost importance. Each year we train the School staff and administration in the A.L.I.C.E program. We conduct practical drills with the teachers at the elementary level and include students in the Middle and High School level. I meet daily with School administration to elevate potential problems before they arise, being proactive. I work with the Elementary and Middle School Principals to make sure School bus stops and walking routes are safe for all students.

I am the supervisor of the Crossing Guards and I make sure they are properly trained and present at designated crosswalk locations for the safety of the students and parents who walk to the schools. I am responsible for the monthly Juvenile lockup data which tracks if any juveniles are arrested and placed in a locked area.

We were excited that we were able to run the Hudson Police Youth Academy for it's 17th year. In 2022 we had over 75 sixth and seventh grade Hudson residents participate in our Academy. We conducted two, one-week sessions where the students participated in a Police Academy environment. The mission of the Hudson Police Youth Academy is to provide a challenging environment in order to educate, encourage and motivate the youth of Hudson. Throughout this process, respect, self-discipline, integrity, equality, selfless- service, education, and physical fitness will be stressed while incorporating the basic skills necessary to obtain a career in law enforcement.

As an Officer and an educator, I realized that it is difficult for children and young adults to resist the often-subtle pressures that are exerted by peers who try to convince them to experiment with tobacco, alcohol, vaping and drugs or become involved in criminal activities. The objectives that I share with the school faculty are to deliver information that will help students make the right choices in life.



Detective / SRO

The Hudson Police Department and Hudson Public Schools share the goal of promoting school safety and a positive learning environment. We have had a successful partnership spanning decades of enhancing the safety of Hudson Public School students with the School Resource Officer (SRO) program. Crime prevention is most effective when Hudson Public Schools, the Hudson Police Department, parents, counselors, and the community work together in a positive and collective manner. Student contact with the Hudson Police SROs and Hudson Public School staff builds positive relationships leading to better student behavior and a comfortable and safe learning environment.

Former Detective/SRO Veo was recently promoted to Patrol Sergeant. In August of 2022, I took over his position at the station as well as at Hudson High School. Sgt. Veo and Det. Crogan both put in extra time to ensure I received the proper training and was up to speed for the new position prior to the start of the school year. In addition to their training, I attended the National School Resource Officer certification class and SRO mental health training.

Once school started it was a smooth adjustment for me into the new position. The high school staff and students who worked with Sgt. Veo for six years both gave me a warm welcome as they got to know me. I attended many introduction meetings and parent orientation nights to introduce myself. It was and still is one of my goals to make sure everyone I work with is comfortable speaking with me and coming to me for assistance or questions.

It is important to me to maintain a safe school environment and keep violence, disruptions, narcotics and any other contraband out of the school. I actively work with staff and counselors to ensure conflicts are de-escalated and students are supported with developmentally appropriate consequences for misbehavior that address the root cause of their misbehavior. In addition to overall school safety, some regular tasks of an SRO at Hudson High School include;

- Acting as the police liaison for the school

- Attending safety meetings

- Taking various reports including; child abuse, theft, harassment, drugs/alcohol, weapon possession, social media complaints, or threats

- Assist in classrooms teaching various subjects related to criminal justice

- Hudson Police Youth Academy

- Answering questions from both students and school staff

- Building rapport with the students

I worked with the Health and Wellness department educating students on drugs, alcohol, bullying, online safety, and making responsible decisions. With the assistance of Sgt. Veo and Det. Connolly, I worked with the Science department teaching the students about the witness identification process, fingerprint collection/analysis, and crime scene investigation. I assisted in legal issues classes answering questions and teaching about current topics in policing. These topics included police use of force, the "reasonable man standard," various landmark court cases, body worn cameras in policing, future employment in policing, and education in Criminal Justice.

The relationship between Hudson Public Schools and the Hudson Police Department is strong and I am grateful I was given the opportunity to represent the Hudson Police Department in the High School as the SRO. I will continue to strive to keep the youth of our town safe, educate them, and act as a positive role model in their everyday lives.



HPD SPECIAL OPERATIONS

CEMLEC S.W.A.T. (Central Massachusetts Law Enforcement Council, Special Weapons and Tactics team)

The CEMLEC SWAT team was started in 1995 and was based out of the Auburn Police Department. It was started as a regional SWAT team that would be based on mutual aid agreements between the participating towns, and they would be able to provide specialized services and manpower to towns that didn't have the manpower or the training that are necessary in certain situations. The original towns on CEMLEC were Auburn, Webster, Southbridge, and Millbury. Today CEMLEC has grown to cover 42 cities and towns, and we are proud to be a member department. HPD

SWAT team members include Sgt. Jesse Hayden (team leader), Sgt. Shamus Veo (Asst. Team Leader), Det. James Connolly (FBI task force member), Ofc. Kevin Johnson, and Ofc. James Downing (new operator for 2022).

In 2022, in addition to member community requests for service, the CEMLEC SWAT Team responded in some fashion to assist other Massachusetts SWAT Teams. These requests involved providing event security, executing search warrants, responding to reports of barricaded subjects, executing arrest warrants, to name a few, in addition to the countless hours of weekly trainings.



CEMLEC MOTORS (Motorcycle Unit)

The Central Massachusetts Law Enforcement Council Motor Unit consists of specially trained police officers from various police departments from approximately 25 towns in the central Massachusetts area. Officers from the Motor Unit, in addition to their regular police duties, conduct specialized motorcycle escorts and support at major events such as community events, funerals, charity motorcycle rides, demonstrations/protests, dignitary escorts as well as specialized parade support and control. The CEMLEC Motor Unit assets are available to member agencies upon request. The Motors Unit is a sight to see when they are in motion. Whether they are providing motorcade escort services to presidents, or they are on duty providing traffic control, and responding to emergencies, this unique group of law enforcement officers play an important role in protecting and serving the community. The Motors Unit braves the weather and traffic with a goal of keeping the communities they serve safer.



Sgt. Bob Merrill is HPD's CEMLEC Motors Team member.

K9 JOCKO



COMMUNITY RESOURCE DOG



MURF



BICYCLE RESPONSE TEAM (BRT)

Police on bikes is the latest addition to HPDs 21st century police force. The Bicycle Response Team was formed to patrol the heavily travelled rail trail and the downtown business district and parks. They also help at community events and other large-scale pedestrian traffic situations. The BRT are added eyes and ears on the ground to help patrol the town. The BRT, with its specialized training, provides added security to many events that happen throughout the year. The BRT consists of Chief Richard DiPersio, Lt. Michael Vroom, Det.'s Chad Crogan, Shamus Veo, and James Connolly, Officers Wendy Laflamme, Michael Hurley, James Downing, and Kevin Martins.



HUDSON POLICE DEPARTMENT COMMUNITY ACTION TEAM



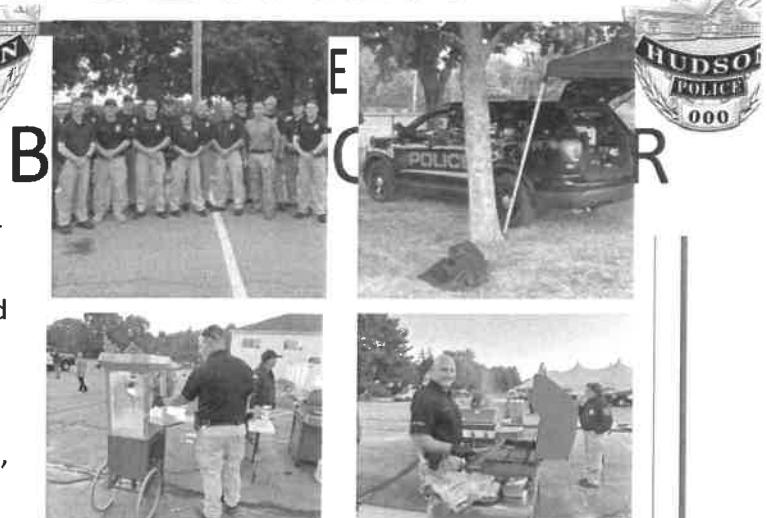
ONE TEAM. ONE COMMUNITY BETTER TOGETHER

The CAT was created as part of the department's commitment to expanding its community engagement through new, interactive programming that builds on the success of its existing initiatives.

The Community Action Team will take the lead on continuing department traditions -- like the youth academy, Toys for Tots drive, food drives, volunteering, Read Across America Day and more -- as well as developing new ways to connect with residents.

"Community engagement is a huge part of what we do, and this team will help promote and expand on that work," Chief DiPersio said. "When I asked who would be interested in joining this initiative, the response from our officers and staff was overwhelming and we now have a group of well over a dozen members who are excited to make connections and continue building positive relationships."

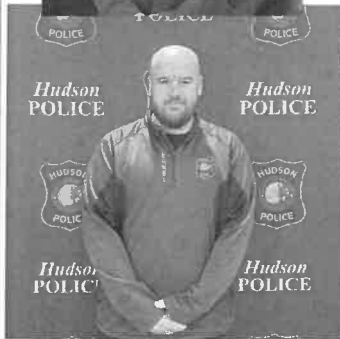
Nineteen members of the Hudson Police Department now comprise the Community Action Team, and have begun working to identify opportunities for events and activities that bring residents and officers together. New for 2022 was the HPD Citizens Police Academy and the Shop with a Cop Holiday Event.



HPD E911/COMMUNICATIONS TEAM

THE UNSUNG HEROES OF PUBLIC SAFETY

The E911 emergency communications team provides a vital link between the community, public safety, and EMS professionals. E911 dispatchers are the first line of communication when someone has an emergency; they are true first-responders and are often the unsung heroes of the emergency response team. When you call 911 in the Town of Hudson, it is the E911 dispatchers who answer. They provide crisis intervention, emergency dispatch, and communication support services for police, fire, and EMS units and the community. They operate under sometimes chaotic, frenzied, heart-wrenching and stressful conditions. Dispatchers gather essential information from callers by asking questions to interpret, analyze and anticipate the caller's situation in order to dispatch the appropriate emergency services or refer callers to other agencies. This team of highly-trained emergency call takers is organized and adept at multi-tasking. They operate a multi-line telephone console system, while entering data into a computer-aided dispatch system for radio purposes, perform TDD/TTY services for the hearing impaired and prioritize calls. It takes weeks of rigorous classroom and on-the-job training to assure that dispatchers are knowledgeable, level-headed, trustworthy and committed to maintaining professionalism and the public's trust. Their work within emergency response services often places them in the middle of life or death situations; however, due to their lack of visibility, they can be seen as just a voice on the end of the phone or radio and are often under-appreciated. The Hudson Police Department recognizes and thanks this team for all they do, day in and day out, to help the community and facilitate life-saving measures. E911 dispatchers are the lifeline for individuals who may be having the worst day of their lives and are the heartbeat of the public safety profession. They provide this vital service 24/7, 365 days per year. In 2022, Disp. Jody Blanchard was recognized for completing the Communications Center Manager Training program in Florida. Shown above is Communications Supervisor/Records Clerk Theresa Osborne. Below (l to r) Dispatchers Jody Blanchard, Peter Ryan, Michelle Stacey, Cailin Walsh, Joseph Fournier, Karen Bigeau, David O'Brien, Simon Fonseca, and Priyanshi Patel.



WORKING TOGETHER FOR BETTER LIVES AND STRONGER COMMUNITIES

We know there is more to fighting crime than just putting people in handcuffs. Investing in our communities, being mentors, and understanding the struggles that lead people to victimize others is vital to seeking out alternative solutions to imprisonment.

We have partnered with Advocates to provide a regional Jail Diversion Program (JDP). The program was launched in 2018 and pairs a specially trained crisis clinician from Advocates Inc. with our police officers. This clinician responds to calls for service and 911 calls with patrol officers and provides immediate on-scene de-escalation, assessment, and referrals for individuals in crisis. The main objective of the program is to re-direct individuals committing non-violent offenses out of the criminal justice system and into more appropriate community based behavioral health services. When the clinician is not on duty with us, the ADVOCATES Psychiatric Emergency Services team supports the JDP clinician to ensure timely access for our department 24/7.

Taylor Hayden, LCSW (Licensed Certified Social Worker), has been part of our team here at HPD for a couple of years now and is an invaluable asset to HPD. Taylor is highly trained and educated, completing a Master's Degree in Mental Health Counseling and a second Master's Degree in Crime and Justice Studies, both earned through Suffolk University. Her work is extremely valued amongst the members of the Hudson Police Department, and her work inspires all of us to bring compassion and empathy to work each and every day, while we seek alternative solutions to some of the most difficult situations.

On-scene crisis interventions are facilitated through the dual response of our officers and Taylor to calls for service involving individuals in crisis. In 2022, 247 individuals were referred to Taylor by our officers. Thirty-eight (38) individuals in 2022 with behavioral and health conditions were diverted away from arrest and into other treatment facilitated by JDP clinicians.



A secondary goal of the JDP Program is to decrease the frequency of individuals with behavioral health conditions being referred to the hospital emergency department (ED) for psychiatric assessment by our officers. In 2022, 38 individuals were diverted away from unnecessary hospital admissions due to the presence of a JDP clinician on scene.

This program is so invaluable. In addition to the benefits of receiving care outside of the hospital, these emergency department diversions represent estimated health care cost savings of \$102,600 (\$2,700 per ED diversion). Combined, estimated cost savings due to arrest and emergency department diversion activity equals \$216,220!

Information provided by: Advocates Co-Response Jail Diversion. Retrieved from <https://www.advocates.org/services/jail-diversion>

Tarantino, A. (2022) and the Advocates Hudson-Sudbury 2022 Annual Report.

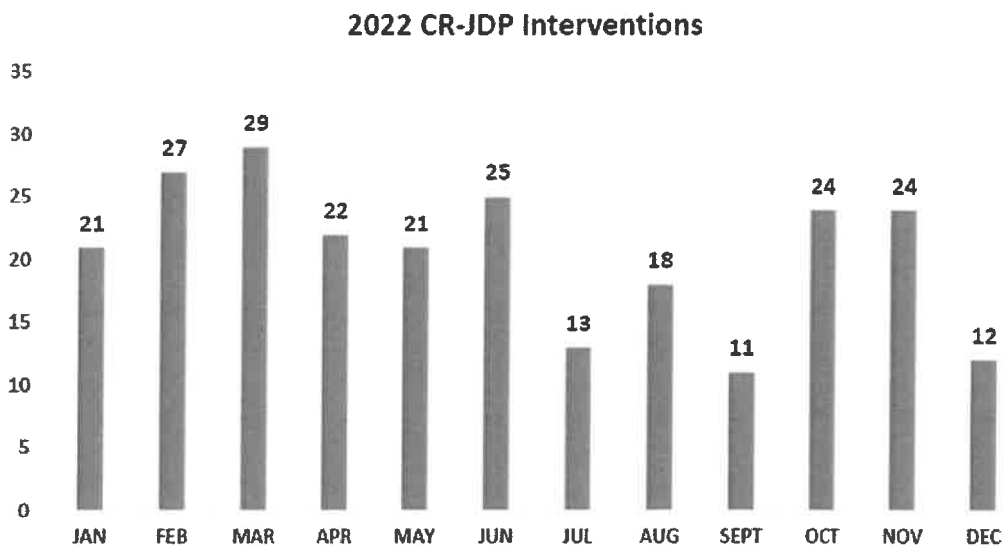
Hudson-Sudbury Diversion Program 2022 Annual Report

The Hudson-Sudbury Co-Response Jail Diversion Program (CR-JDP) was launched in 2018 and pairs a specially trained crisis clinician from Advocates Inc with police officers at the Hudson and Sudbury Police Departments. The embedded clinician responds to calls for service and 911 calls with patrol officers providing immediate on-scene de-escalation, assessment, and referrals for individuals in crisis. The primary goal of the Hudson-Sudbury CR-JDP is to re-direct individuals committing non-violent offenses out of the criminal justice system and into more appropriate community based behavioral health services. When a CR-JDP clinician is not on duty, the Advocates Psychiatric Emergency Services (PES) team supports the CR-JDP clinician to ensure timely access for the participating police agencies 24/7.

CR-JDP Interventions

On-scene crisis interventions are facilitated through the dual response of police and clinician to calls for service involving individuals in crisis. Chart 1 represents the 247 individuals referred to the Hudson-Sudbury Co-Response Jail Diversion Program clinician by Hudson and Sudbury police officers in 2022.

Chart 1: Hudson-Sudbury Co-Response Interventions



Diversions from Arrest

The primary goal of the Hudson-Sudbury Co-Response Jail Diversion Program is to divert low-level offenders away from the criminal justice system and into more appropriate, community-based behavioral health treatment. In 2022, a total of **38** individuals with behavioral health conditions were diverted from arrest by Hudson and Sudbury police officers and into treatment facilitated by the CR-JDP clinician. The average percentage of those eligible for arrest diversion who were diverted is **90%**. Chart 2 represents the percentage of diversions from arrest by month.

Chart 2: Hudson-Sudbury CR-JDP Arrest Diversions



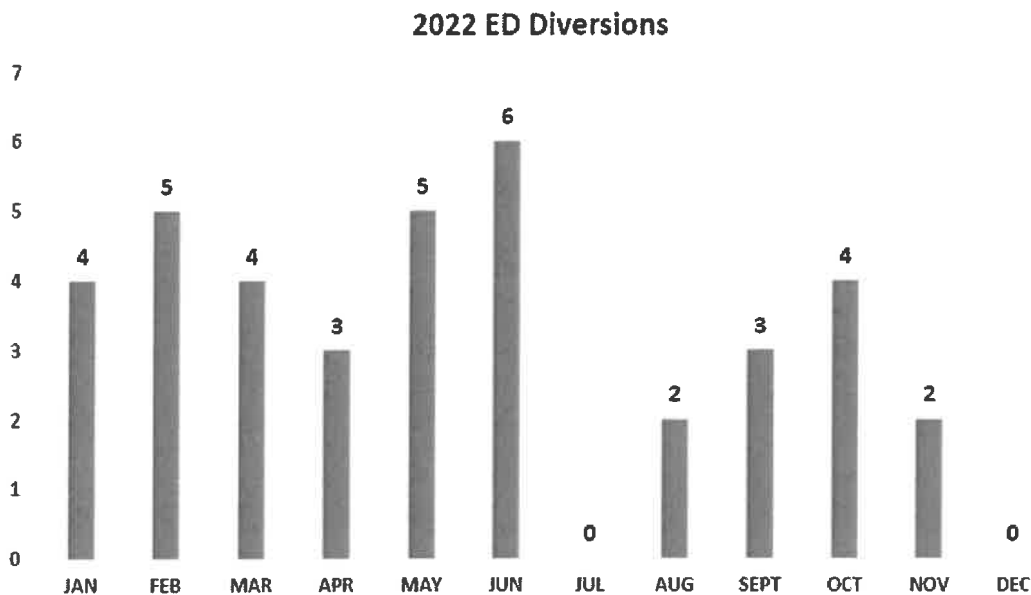
In addition to the benefit of diverting individuals in crisis from arrest, these diversions represent an *estimated* cost savings of **\$113,620*** to the criminal justice system (\$2,990 per arrest event).

Diversions from the Emergency Department

A secondary goal of the Hudson-Sudbury Co-Response Jail Diversion Program is to decrease the frequency of individuals with behavioral health conditions being referred to the hospital emergency department (ED) for psychiatric assessment by Hudson and Sudbury police officers. In 2022, **38** individuals were diverted from unnecessary hospital admissions due to the presence of a CR-JDP clinician on scene to facilitate assessment treatment recommendations.

Chart 3 represents the monthly hospital ED diversions facilitated by the Hudson-Sudbury CR-JDP team.

Chart 3: Hudson-Sudbury Emergency Department Diversions



In addition to the benefits of receiving care outside of the hospital, these emergency department diversions represent *estimated* health care cost savings of **\$102,600*** (\$2,700 per ED diversion).

Combined, estimated cost savings due to arrest and emergency department diversion activity equals **\$216,220***.

Thank you for another year of partnership!

Report Respectfully Submitted By: Adriana Davis-Tarantino | Training & Research Coordinator | Advocates Training and Technical Assistance Center | ataranitno@advocates.org

*Cost-saving formulas represented in this report are cited based on the Massachusetts Department of Mental Health Jail and Arrest Diversion Grant Program FY 2021 Annual Report. The report is available here: <https://www.mass.gov/doc/fy2021-jail-and-arrest-diversion-program-annual-report/download>

85 Swanson Rd, Suite 140 Boxborough, MA 01719 T (978) 391-5074 | www.JailDiversion.org | www.Advocates.org

2022 HPD Employee Awards Ceremony

The Exemplary Performance Awards are given to department members for outstanding performance upon nomination from the employees commanding officer, the employee's immediate supervisor, and the division commander. Nominations are reviewed by the awards committee and a recommendation is made to the Chief of Police for final determination. Chief DiPersio and Capt. Perry were on hand, along with command staff and the awards committee, to present the awards.

"With all of our busy lives, taking the time to come together to say thank you and recognize those who do so much can be challenging. Tonight, is that night. We are here to celebrate you and to say we are a better police department, and a better community, because of the service you provide." ~ Chief DiPersio

The awards presented were:

Captain Chad Perry awarded the Exemplary Leadership Citation for outstanding leadership and commitment to the women and men of the Hudson Police Department.

Lt. Tom Crippen awarded the Exemplary Leadership Citation for outstanding performance in the department's certification and accreditation efforts.

Sgt. Roger Downing awarded the Exemplary Leadership Citation for outstanding efforts in leading the department's Community Action Team and community policing initiatives.

Ofc. Wendy Laflamme awarded the Exemplary Service Citation for outstanding efforts in the department's community policing initiatives.

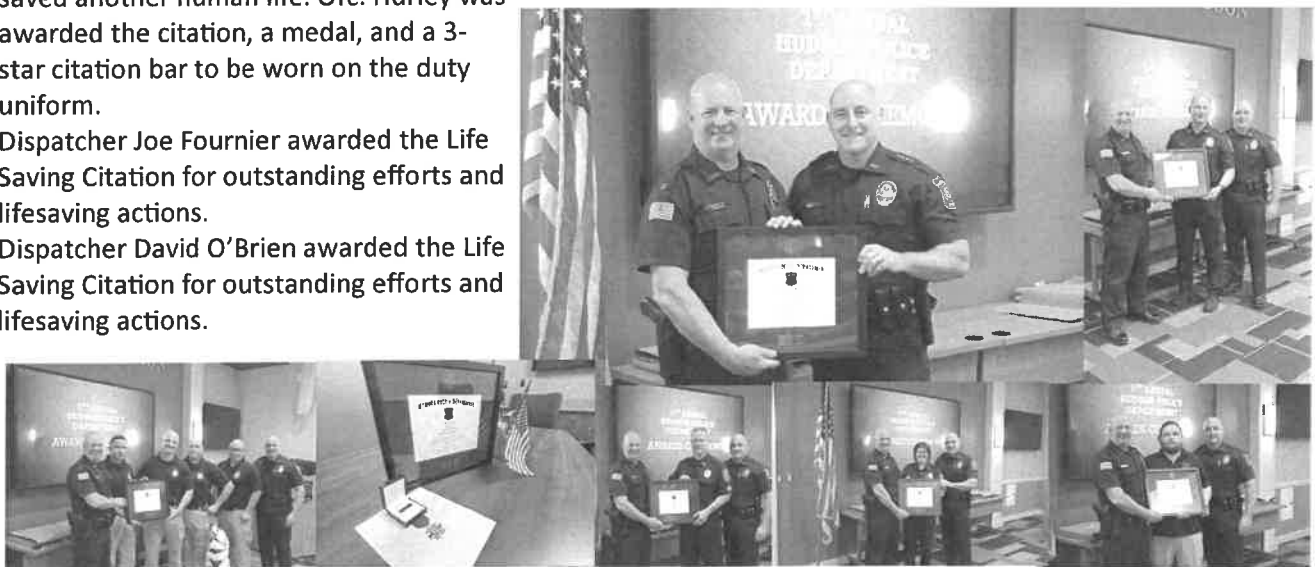
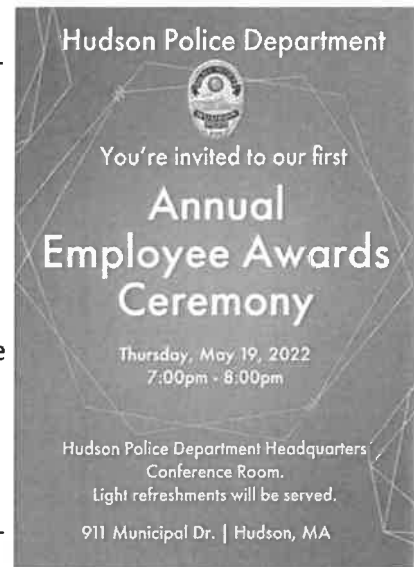
Detectives Chad Crogan, Shamus Veo, Christopher Vezeau, and James Connolly awarded the Exemplary Service Unit Citation for outstanding efforts in the department's criminal investigation division and school resource program.

Ofc. Kevin Johnson awarded the Life Saving Award for selfless service, with dedication and courage, that saved another human life. Ofc. Johnson was awarded the citation, a medal, and a 3-star citation bar to be worn on the duty uniform.

Ofc. Michael Hurley awarded the Life Saving Award for selfless service, with dedication and courage, that saved another human life. Ofc. Hurley was awarded the citation, a medal, and a 3-star citation bar to be worn on the duty uniform.

Dispatcher Joe Fournier awarded the Life Saving Citation for outstanding efforts and lifesaving actions.

Dispatcher David O'Brien awarded the Life Saving Citation for outstanding efforts and lifesaving actions.



COMMUNITY ENGAGEMENT

HUDSON POLICE DEPARTMENT



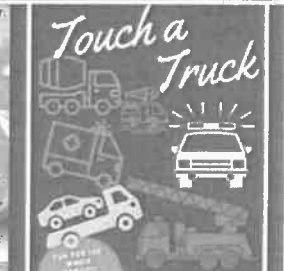
FILL-A-CRUISER

FOOD DRIVE TO SUPPORT
THE HUDSON FOOD PANTRY



#INTRISTOGETHER

Each year the HPD gets involved in community events and programs that uplift and help families who are struggling. The various programs include volunteering at local churches, the Hudson Senior Center, the Hudson Community Food Pantry, Toys for Tots, Fill-a-cruise food drive, National Prescription Drug Take Back Day, Read Across America, to name a few. Although we know that policing is our primary responsibility, we value and appreciate our commitment to the community and want the community to know we are here for them, we care, and we are in this together.



CITIZENS POLICE ACADEMY

In 2022, The Hudson Police Department implemented its first annual Citizens' Police Academy. The academy was offered to residents and those employed in the Town of Hudson.

Each week offered something different for the attendees. They got to see some of the inner workings of our dispatch center and our records department, our detention facility and the process of booking an arrestee. They heard from our mental health clinician and all of the very important work that she does for the department and the community.

The attendees got to experience some of the more technical aspects of what we do as seen in our detective bureau and our special response teams.

They saw how we strive to stay engaged in the community, part of which is through our Community Action Team and our social media formats, some of the most important work we do. They learned how we will continue to work hard to keep professionalizing what we do through accreditation and policy revision.

And we are so much more. We care deeply about our community and we will continue to work hard to make all of you proud of your police department. If you want to learn more about your HPD, we hope to see you at our next academy.

CITIZENS' POLICE ACADEMY



SHOP WITH A COP

HUDSON POLICE DEPARTMENT
Community Action Team

Shop with a Cop

Thursday, December 8th, 6:00PM
Walmart, Hudson, Ma.

Application Deadline is Monday November 28th. To be eligible you must be a Hudson resident in grades Kindergarten - 12th grade. Eligible children attend school in Hudson or include all private, charter, online and special needs institutions. The child and officers will be paired together where they will do their shopping. A predetermined amount will be provided for each child thanks to our program sponsors. Please fill out an application below and you will be notified upon selection.

Eligibility

- Financial Hardship
- Recent loss of a Parent
- Homelessness
- Military Family (Parent deployed)
- Foster Care/Adoption
- Other(Explain in Application)

Scan the QR Code
below to Register




In 2022, the HPD Community Action Team held its first annual Shop with a Cop Event. This program, funded through donations from local businesses, pairs underprivileged children with HPD Police Officers for a shopping spree leading up to Christmas. Our hope is that this experience of shopping for toys and gifts alongside Hudson Police Officers will instill in each child a positive experience with law enforcement that will carry into their adolescence and adulthood.



CRITICAL INCIDENT MANAGEMENT SYSTEM (CIMS)

The CIMS software is a web-based solution that facilitates the maintenance and analysis of all law enforcement data related to overdose incidents, at-risk individuals, and follow-up home visit information.

The database is designed to capture the most critical information about an overdose incident and the follow-up visits being conducted by law enforcement agencies. As many fields as possible are standardized into drop-down choices to assist in ease of entry and accuracy. CIMS is a user-friendly system focused on supporting Law Enforcement by collecting the necessary data to accurately report fatal and non-fatal overdose incidents, telling the story of these county-wide collaborations and program successes. The CIMS software is successfully assisting over 270 police departments across seven counties of Massachusetts with documenting and responding to overdose events while improving access to treatment for those suffering with Substance Use Disorder and saving lives. We are proud to partner with this service.

Crossing Guards

Crossing Guards are responsible for helping children and their guardians safely cross busy intersections on their way to and from school. They are located at busy intersections at our Elementary and Middle Schools.

- COTTAGE STREET AT PLANT AVE
- COTTAGE STREET AT PACKARD
- COTTAGE STREET AT O'NEIL
- PACKARD STREET, LINCOLN STREET & COX STREET
- FRONT ENTERANCE OF QUINN MIDDLE SCHOOL, MANNING STREET
- REAR EXIT OF QUINN, STRATTON ROAD
- TOWER STREET AT COX STREET
- FRONT OF MULREADY SCHOOL, COX STREET
- FOREST AVE AT RICHARDSON



ANIMAL CONTROL

Our animal control officer (ACO) Jennifer Condon, had a busy year. She and her team responded to 316 calls for service, which comprised of, but is not limited to, 35 complaint calls, 19 lost dogs, 13 lost cats, 72 wildlife calls, 59 miscellaneous calls for service, 3 pickups, 9 human/animal bite calls, 6 quarantine order calls, and 25 barn/kennel inspections.



SIGNIFICANT HIGHLIGHTS

NO SHAVE NOVEMBER



VETERAN AND FAMILY CARE

Members of the department participated in No Shave November, which raised over \$900 for the Home Base Foundation. Home Base, a Red Sox Foundation and Massachusetts General Hospital Program, is dedicated to healing the invisible wounds for Veterans of all eras, Service Members, Military Families and Families of the Fallen through world-class clinical care, wellness, education and research. All care is provided at NO COST to the Veteran or Family Member as thanks from a Grateful Nation.

Our Autism Patch Program is a public awareness and

fundraising campaign to benefit the Doug Flutie Jr.

Foundation for Autism.

The goal of this project is to increase awareness and

acceptance of autism with the help of local, Massachusetts police departments during Autism Awareness Month in April.

All proceeds raised will be reinvested in the Flutie

Foundation's safety programs focusing on keeping people

and families affected by autism safe in your communities



The Pink Patch Project originated in 2013 with the Seal Beach Police Department in California who wore pink patches on their uniforms during Breast Cancer Awareness Month. Last year, over 500 agencies participated in the program and HPD was one of 105 participating agencies in Massachusetts. The project is a public awareness campaign to bring attention to the fight against breast cancer and to support breast cancer research organizations in combating this devastating disease. Last year we chose the National Breast Cancer Foundation, Inc. as our charity of choice. We have created a pink version of our HPD patch with the pink ribbon on it to help raise awareness. 30 Patches were sold and \$300 was donated directly to the National Breast Cancer Foundation.

HUDSON POLICE YOUTH ACADEMY

We pride ourselves on innovative and meaningful programs that bridge the gap between the community and the police department, understanding that interacting with the youth in our community is vital. We have provided an exceptional youth police academy for 17 years that has become the backbone of our community policing program. The mission of the Hudson Police Youth Academy is to provide a challenging environment in order to educate, encourage and motivate the youth of Hudson. Throughout this process, respect, self-discipline, integrity, equality, selfless- service, education, and physical fitness will be stressed while incorporating the basic skills necessary to obtain a career in law enforcement.

Cadet Creed

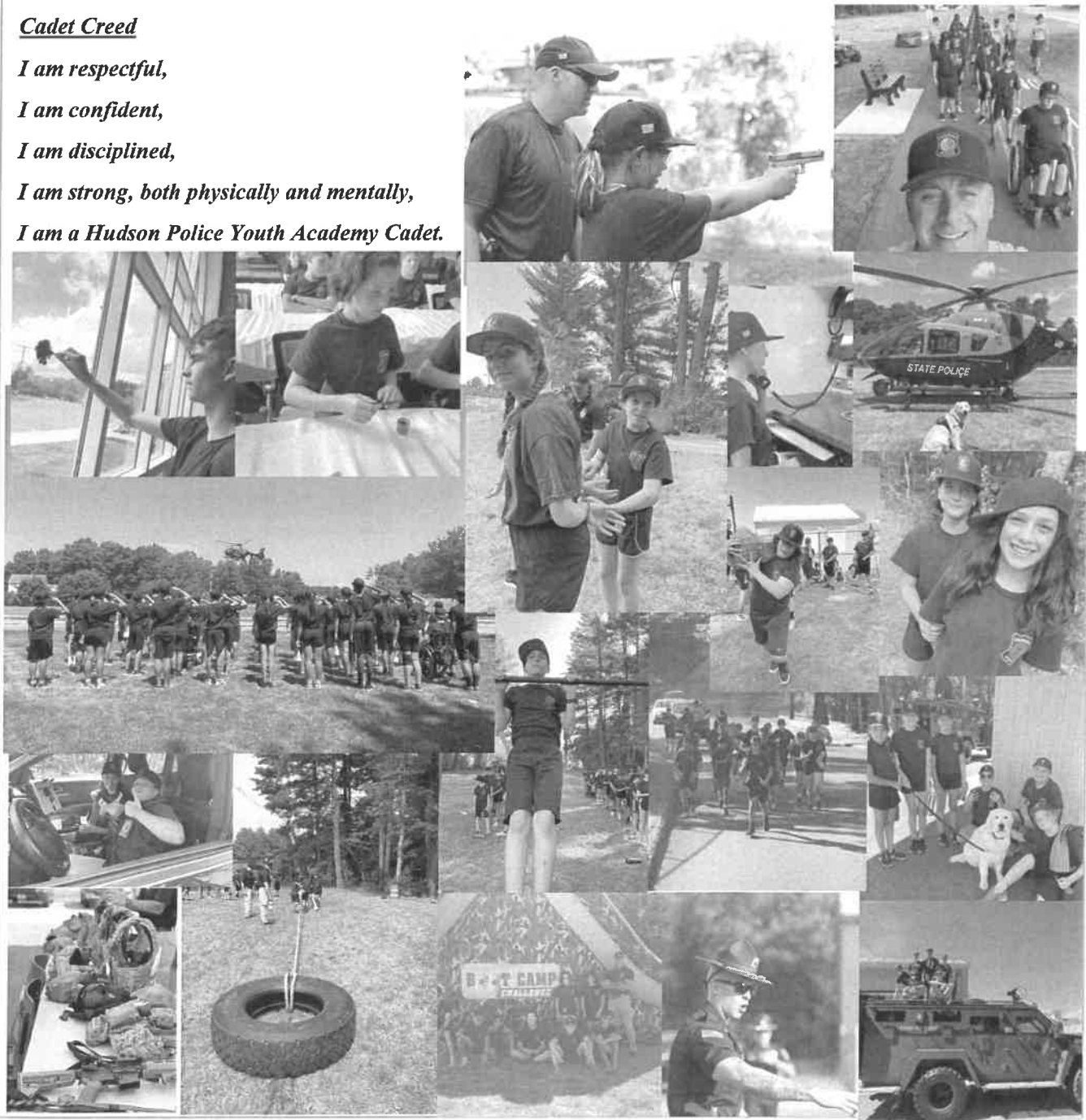
I am respectful,

I am confident,

I am disciplined,

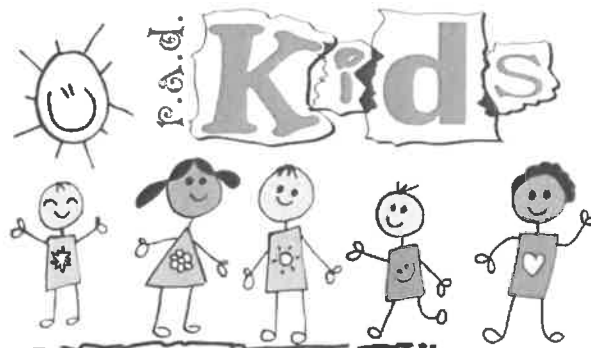
I am strong, both physically and mentally,

I am a Hudson Police Youth Academy Cadet.

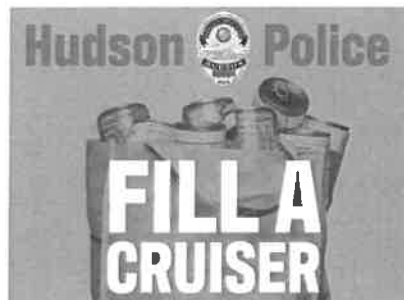
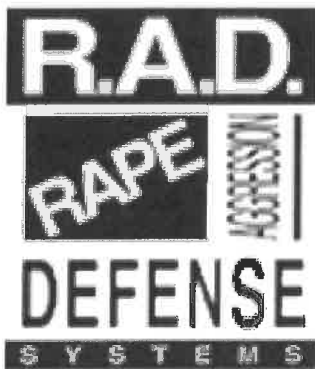


WHAT TO EXPECT IN 2023

So what can you expect from us in 2022? We are excited to continue to improve the services we provide to the community. Our Community Action Team will continue to hold various community events. We anticipate running a citizens police academy in early Spring, as well as our annual youth police academy in the Summer. Events such as Coffee and tea with HPD, R.A.D. for Women, radKIDS and the Middlesex County Sheriff's Public Safety Academy will continue to foster positive relationships between the community and the police department. In addition, we are excited to welcome our newest member of the department, Community Resource Dog MURF. Community engagement has been and continues to be a focus of all of us here at HPD, and we look forward to what the future holds. We are One Team. One Community. Better Together.



Personal Empowerment Safety Education



Middlesex
Sheriff's Office



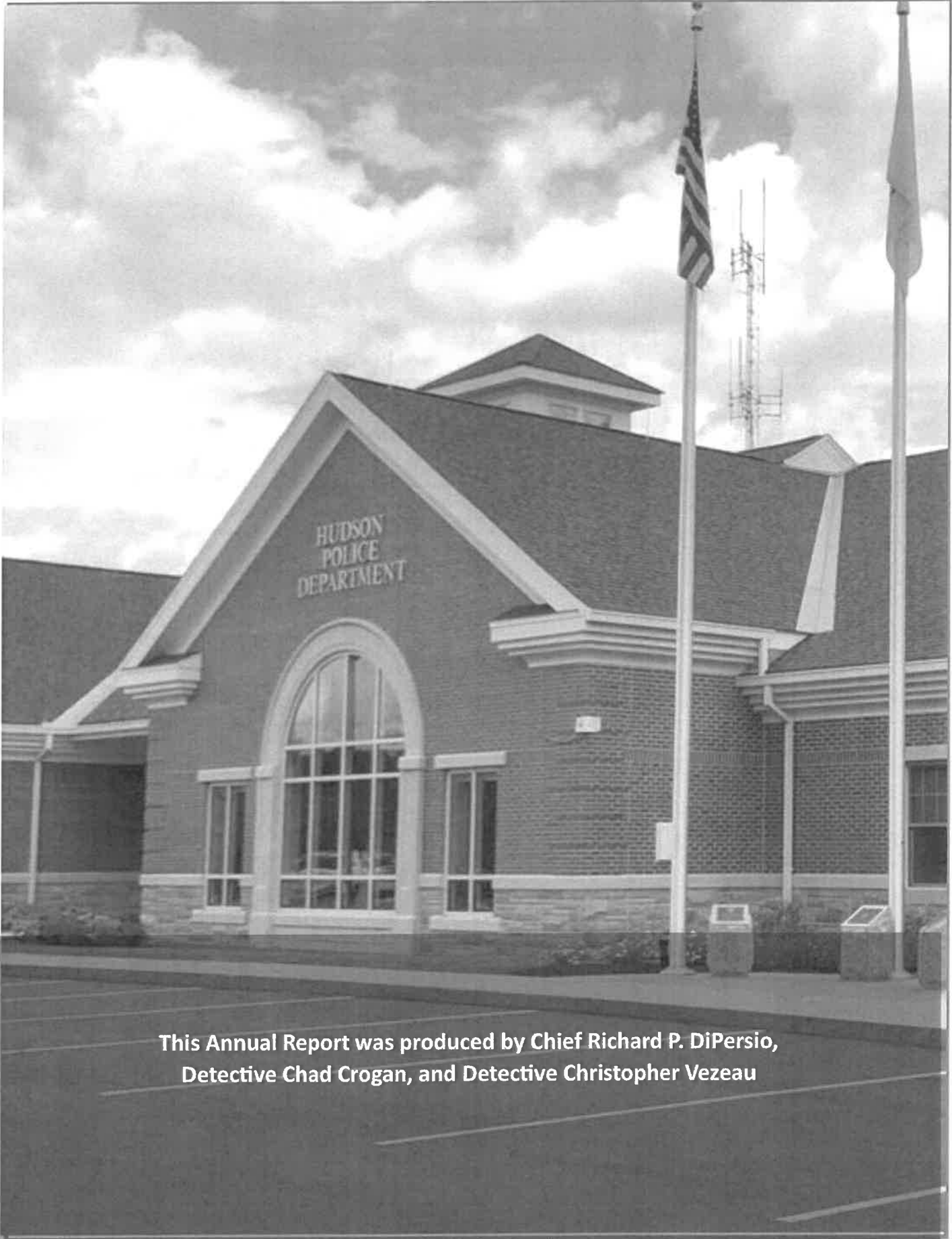
In Memoriam



Officer Stephen Radivonyk
Feb. 26, 1932 - June 2, 2022

Traffic Officer Alice Gannon
Jan. 11, 1932 - Oct. 19, 2022





**This Annual Report was produced by Chief Richard P. DiPersio,
Detective Chad Crogan, and Detective Christopher Vezeau**

Submitted by:
Jennifer Condon
Animal Control Inspector/Officer

**TOWN OF HUDSON
ANIMAL CONTROL ANNUAL SUMMARY REPORT
JANUARY 1, 2022 -DECEMBER 31, 2022
ANNUAL**

MONTH	TOTAL # CALLS	COMPLAINT CALLS	LOST DOG	LOST CAT	OTHER CAT RELATED	WILDLIFE	MISC CALLS	PICKUPS	HUMAN/ ANIMAL- ANIMAL BITE	QUARANTINE ORDERS/ ISSUED/ RELEASED	#SUBMITTALS TO STATE LAB	BARNS KENNELS INSPECTED 2022	DECEASED ANIMALS
JANUARY	23				1	10	2					4	6
FEBRUARY	17	1				7	5			2			2
MARCH	18	4	1	2		5	2						4
APRIL	22	6	2	2		4	5						5
MAY	39	5	1	1	2	12	3	1	2	2			9
JUNE	35	3	1	2	1	9	4	1	3	2			9
JULY	31	6	4		1	5	8		2			1	4
AUGUST	19	3	2	1	1	1	5	1					5
SEPTEMBER	33	2	2	3	1	8	7					1	9
OCTOBER	23	1	3	2	2	5	7						3
NOVEMBER	27	3	2		1	6	7		2				6
DECEMBER	29	1	3				4					19	3
TOTAL 2022	316	35	19	13	10	72	59	3	9	6		25	65

NOTES:

148 Tickets Issued for Nonrenewal of dog licensing.

19 Barn reports submitted to Dept. of Animal Heat. 12/31/2022

Per the Dept. of Animal Health all information on Barn Inspections is confidential.

Prepared by: Boardmans Animal Control Inc. TOWN OF: HUDSON
 Jennifer A. Condon - Inspector/Officer BARN INSPECTION REPORT
 January 1, 2022 - December 31, 2022

		Total #
1	CATTLE	36
2	GOATS	14
3	SHEEP	2
4	SWINE	0
5	LLAMAS/ALPACAS	0
6	EQUINES	49
7	CHICKENS	236
8	RABBITS	14
9	WATER FOWL	0
10	OTHER	0
	Totals	351

Hudson Fire Department Annual Report – 2022

To the Honorable Board of Selectmen, the Executive Assistant, and the citizens of the Town of Hudson, I hereby submit the annual report for the year ending December 31, 2022.

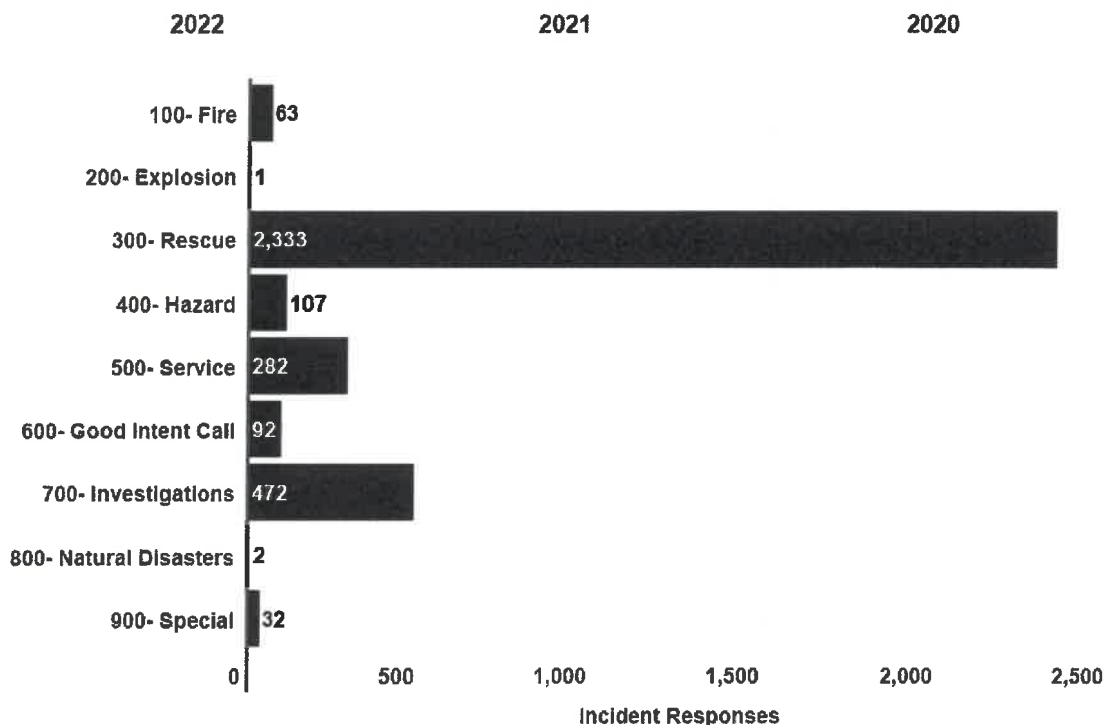
During 2022, the Hudson fire department experienced a few personnel changes. Acting Lieutenants Anthony Cunha and Jeffrey Chaves to Acting were promoted to permanent Lieutenant effective January 20, 2022. Acting Deputy Fire Chief Sleeper was promoted to permanent Deputy Fire Chief effective January 20, 2022. Two permanent firefighter vacancies were filled effective March 14, 2022 by Jonathan Nemergut and George Eliopoulos. An additional firefighter vacancy was filled by Keith Duplisea effective June 13, 2022. A final firefighter vacancy was filled by the appointment of Cameron Bower effective October 18, 2022. The appointment of Brian Harrington as Deputy Fire Chief Training & Fire Prevention was effective July 26, 2022. Christopher Devoe was promoted to Lieutenant for the Fire Department effective July 26, 2022. No vacancies existed within the Hudson Fire Department at the end of 2022. Efforts were made to streamline administrative tasks in the fire chief's office, however, the volume of plan reviews and fire prevention activities as the year progressed increased were a challenge to complete. Hudson's residential and commercial base continues to grow which creates a need to review fire department staffing levels. Raising daily minimum staffing levels should be a consideration for the Town of Hudson. As we move forward in the coming year, the fire department will continue to address personnel issues in the best interest of the residents of Hudson.

Through about mid-2022, the fire department continued to be impacted by the pandemic brought on by COVID-19. Your Hudson firefighters have reported to duty from the outset of the pandemic in March 2020 and continued through 2022 to provide the same level of service that our residents can be proud of. Personally, speaking as the fire chief, I am thankful for their continued efforts keeping the residents of Hudson and their property safe. Their efforts during the pandemic are praiseworthy. No fire related civilian or firefighter deaths occurred in 2022. Fire related civilian and firefighter injuries during 2022 have been minor in nature. We have responded to 3,384 emergency calls and completed 1245 fire prevention activities.

The following is a summary of the incident response for 2022



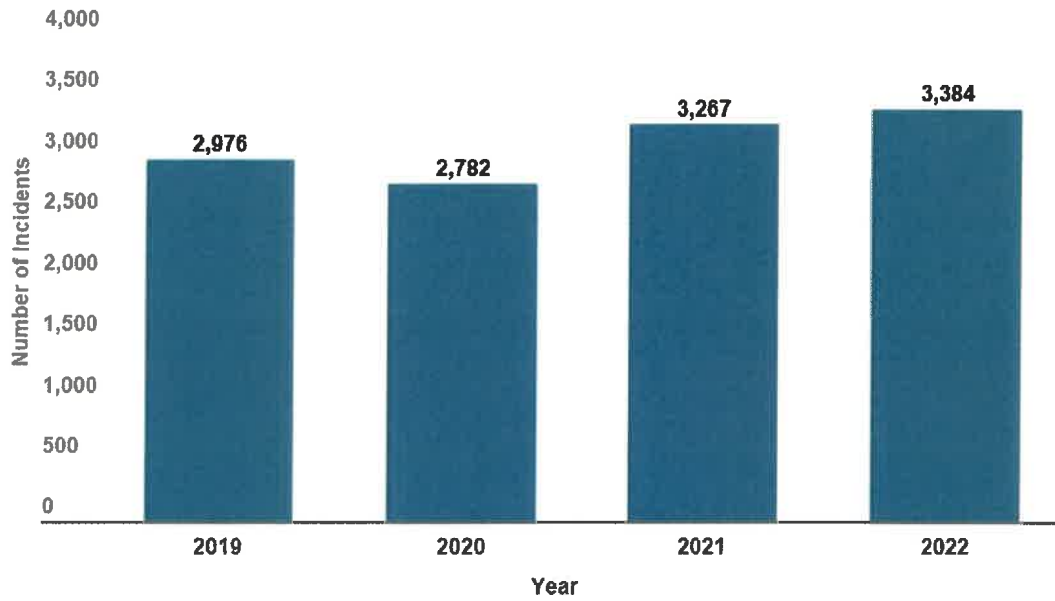
Incident Responses by Category



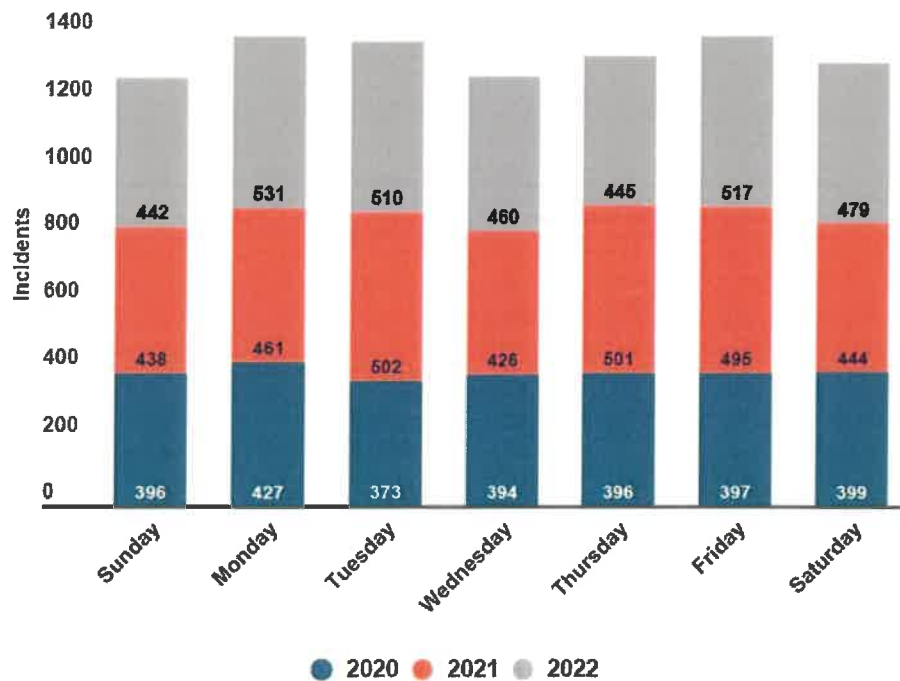
The following is a summary of the incident response for 2019-2022



Incident Responses by Year

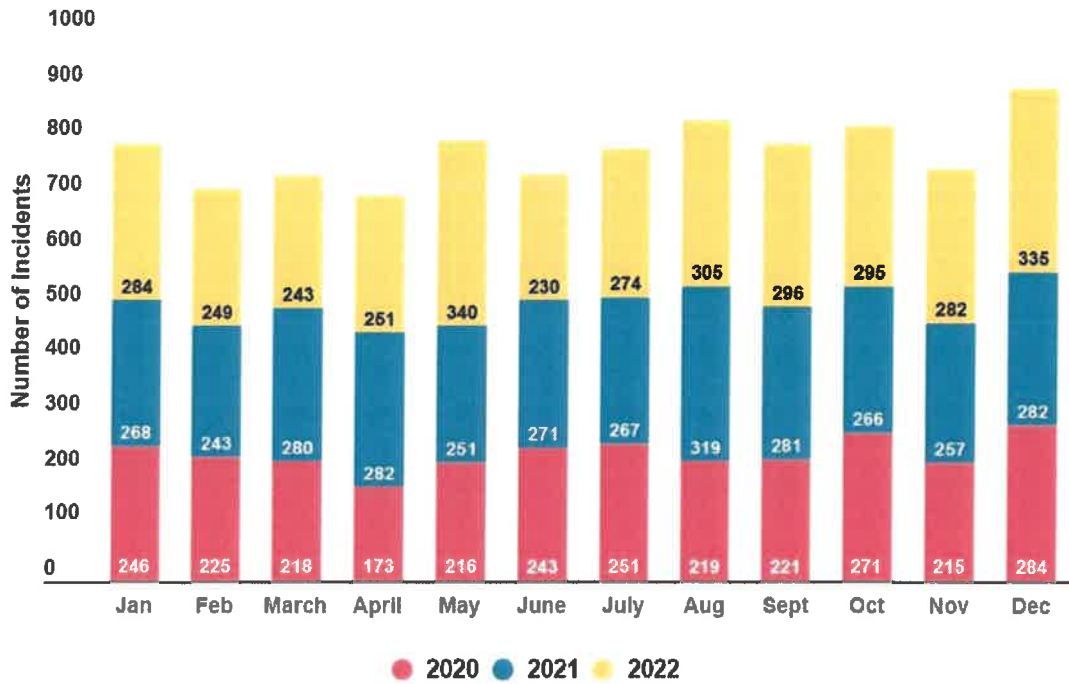


Incident Response by Day

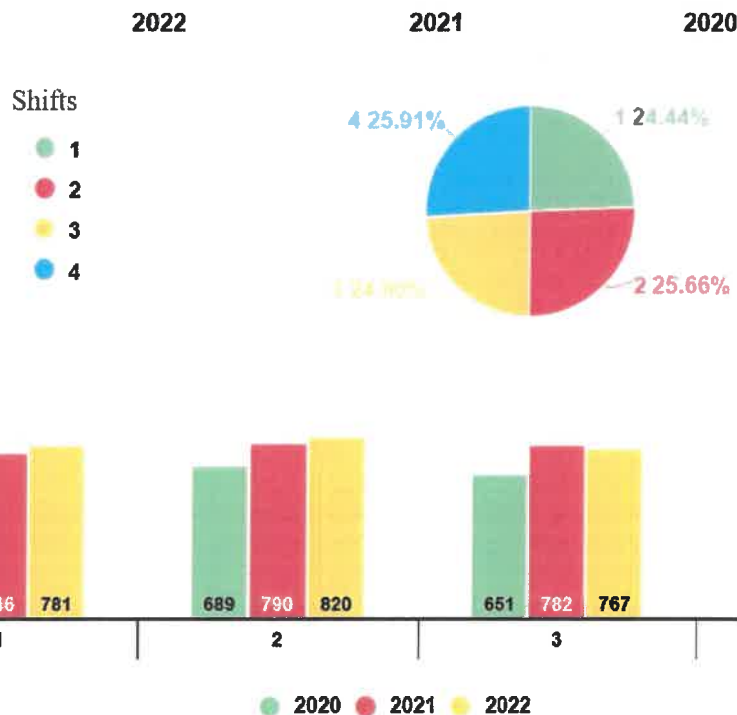




Incidents Responses by Month

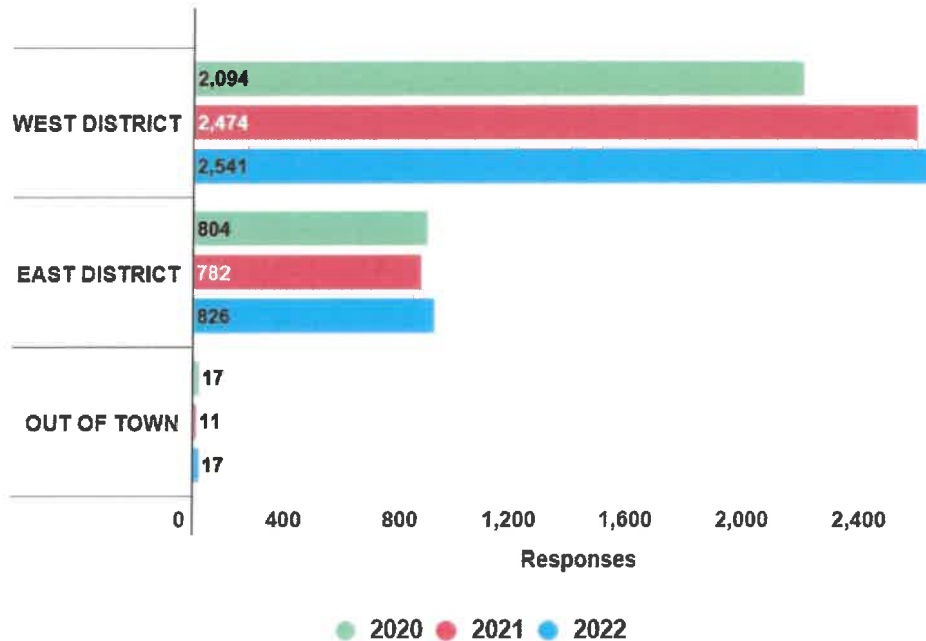


Incident Responses by Shift





Incident Responses by District



The previous infographics are intended to give our residents a snapshot of our activity during 2022 and the years prior. An expansion of housing in the east district in the coming year will see the east district numbers increase. The fire department has continued to provide the citizens of Hudson with the best service possible during the year and moving forward continues to make improvements. The Hudson fire department is an all-hazards department. The fire department has the capability to respond to all of Hudson’s emergency needs and get the necessary resources to Hudson if ever an event escalates beyond our capabilities. Our preparation revolves around maintaining our proficiencies to respond to disasters of all types either natural or man-made such as fire, automobile accidents, explosions, hazardous material incidents, and acts of terrorism.. We will continue to take advantage of opportunities locally, statewide and nationally to tap resources from grants to education making our department one in which our residents can take pride. In 2022 our training regimen continued to utilize remote activities to maintain our skillsets and in the latter half of 2022 we have seen a return to in person training programs.. We will be looking to improve our abilities to communicate to our residents through our web site linked from townofhudson.org. As a result of the pandemic, the fire department moved its burn permitting to an online platform linked from our town website page: hudsonfire.burnpermits.com. Open burning in Massachusetts by regulation is January 15th through May 1st every year by permit only. Our residents continue to utilize our online burn permitting program at no charge. Moving forward, please look for new content and revision from time to time.

We are making strides every day to make our community safer through fire safety compliance, educational outreach to our school system, working with our public safety partners and other town departments to make Hudson an excellent community to raise a family and retire in. We continue to track advanced life support (ALS) activity with Patriot Ambulance. We appreciate all the support the town has shown us in the past and hope for your continued support into the future. Our facilities are open to the public. Finally, we are honored to serve the Town of Hudson as your fire department.

Buildings

Headquarters, located at 296 Cox St. houses Engine 4, Engine 1, Tower 1, Rescue 1, C-4, Technical Rescue equipment as well as additional Emergency Equipment. Headquarters also houses the Administrative Offices and the Town’s Emergency Operations Center. Several building systems continue to require repairs and will require replacement at some point. Town meeting November 2022 provided. We continue to evaluate this building and its capabilities moving forward.

Fire Station #1, at 1 Washington Street, houses Engine 5 and Engine 2. Many building system repairs were completed. An additional feasibility study will hopefully be funded in May 2023 to further assess structural stability of Station #1. Moving forward, an investment will be needed to keep this building functional for the future.

Fire Station #2, located on Lower Main Street, houses Emergency Management equipment. Station #2 was unmanned in 2008. Hudson is expected to see some residential growth in 2022 and into 2023 with the addition of the Enclave off Chestnut St. and other housing in the east side of town.

Apparatus & Equipment

During 2021, the decision to rehabilitate Engine 1 was made due to a lengthy lead time in replacement as the result of unforeseen worldwide supply chain shortages. Engine 1 was returned to service in early 2022 after just over \$100K in repairs. A new engine utilizing ARPA funds was ordered in August queued for production in 2022. A 24-month delivery schedule was projected by the manufacturer. The following vehicles are assigned to the Fire Department.

Engine 1:	2006, 1250 GPM Pumper by Emergency One (Rehabbed)
Engine 2:	2013, 1500 GPM Pumper by Emergency One
Engine 4:	2018, 1500 GPM Pumper by Emergency One
Engine 5:	2019, 1500 GPM Pumper by Emergency One
Tower 1:	2005, 95' E-One Ladder Tower
Rescue 1:	2016, E-One
Dive Rescue	1999, E-One- Taken out of service. Sold to Stacyville, Maine.
A-1:	2001, Ford F-450 Bucket Truck (Transferred and now used by DPW)
C-1	2020, Ford Explorer
C-2:	2015, Ford Expedition
C-3:	2003, Ford F350 Pickup Taken Out of Service (Transfer to DPW when Engine 1 Returned)
C-3	2021, Ford F350
C-4:	2008, Ford F550
Boat Trailer:	1985, Calkin
Boat Trailer:	2004, Rescue One
Fire Alarm Trailer:	2009, Big-Tex
Emergency Management Trailer:	1993, Wells Cargo
Tech Rescue Trailer #2:	1999, Wells Cargo
Tech Rescue Trailer #1:	2005, Wells Cargo
EMS Gator & Trailer:	2005, John Deere
Portable Light Tower #1	2005, Allmand
Portable Light Tower #2	2010, Ingersoll Rand

Fire Alarm

The Fire Department has one trained Fire Alarm Technician. Fire Alarm personnel and School Department maintenance staff test school Fire Alarm systems annually as well as performing maintenance on selected town properties. We have shifted the monitoring of municipal radio box customers to a private monitoring services which was ongoing through 2021 and 2022. This was due in part a renewed focus on operations. The radio box monitoring equipment in our combined dispatch center has been decommissioned. The hardwired 100 milliamp system previously in place has been decommissioned but still has wiring in place on utility poles throughout Hudson which will continue to be removed as time permits. In 2023, it is expected that a revision to Town Bylaws will be required to detail current operating conditions. Transferred ownership of trailer to school department for transportation of school department grounds maintenance equipment.

Training Program

The training program is under the supervision of the Chief and Deputy Fire Chief. The Fire Department continues to conduct training sessions for Emergency Medical Technicians of which 100% of our fulltime staff is licensed to provide service. During 2022 we continued to utilize remote platforms enabling the fire department to maintain certification levels and started to see more in person training opportunities. Looking forward to 2023, we will be looking to provide training and certification programs to our staff improving advancement opportunities from within. Other types of training include:

- Monthly Call Firefighter drills conducted
- All Firefighter personnel updated in CPR
- Defibrillator training
- Epinephrine pen training
- NARCAN training
- Vehicle extrication
- Hazardous Material Training
- Technical Rescue Training (Operations Level First Responder Entire Department in January & February)
- 2 Members of HFD are members of the District 14 Tech Rescue Team
- 2 Members of HFD are members of the District 14 Dive Team
- 3 Members of HFD are members of the Regional Hazardous Materials Response Team

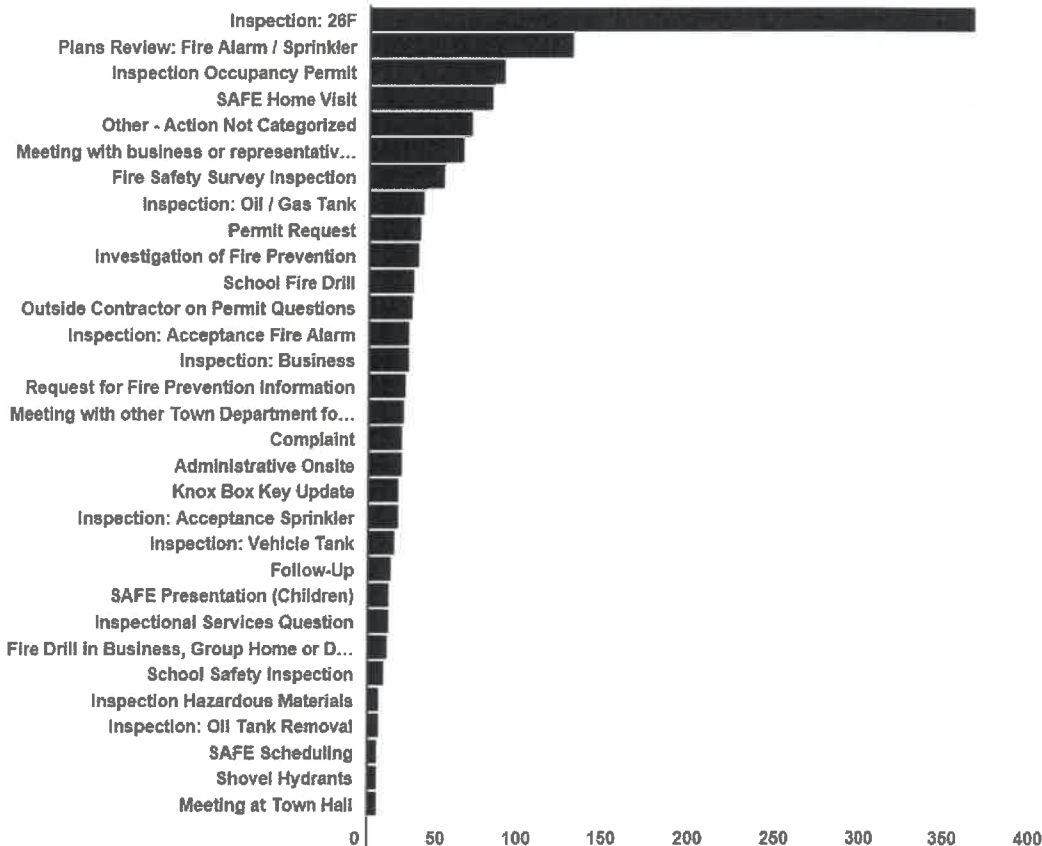
Fire Prevention Program

The Fire Prevention program for 2022 was under the direction of Deputy Fire Chief Brian Sleeper and Deputy Fire Chief Brian Harrington. During 2022, inspections continued to be performed in Commercial, Industrial, Day Care, Nursery Schools, Preschools, Gas Stations, and Multi Apartment buildings as time permitted. We have observed several non-compliant occupancies and are working with building owners to follow-up on issues.

The Fire Department also inspects Tank Removals, Tank Installations, Tank Trucks, Residential Smoke Detectors, Carbon Monoxide Detectors, Commercial Fire Alarm Systems, Fire Suppression Sprinkler Systems, Commercial Kitchen Fire Suppression Systems and Oil Burner Installations. The fire prevention program continued to make gains during 2022. We report separately from emergency response activity to detail the importance of this work. In the graphic following, we continued to track our fire prevention efforts during 2022 to enable a view of the types of work performed in this area. The below chart indicates the variety of work performed.



Fire Prevention Summary 2022



Juvenile Firesetters Program

Firefighter Stephen Weaver fills this important role for the Hudson Fire Department. This program allows the Fire Service to provide counseling to troubled juveniles in relation to setting fires. The Firefighters conduct screening interviews as well as classroom instruction sessions in association with Middlesex Juvenile Firesetters Intervention Program overseen by the Middlesex County District Attorneys Framingham Office and the Massachusetts Department of Fire Services.

Emergency Management

Efforts began in the fall of 2021 to re-establish the long dormant Local Emergency Planning Committee. This continued through 2022. Efforts will be in place during 2023 to continue outreach and education for emergency preparedness.

S. A. F. E. & Senior S. A. F. E. Program



2022 Annual S.A.F.E. Report

The Student Awareness of Fire Education (S.A.F.E.) program is a fire prevention education program designed to equip elementary, intermediate, and high school students with skills for recognizing the dangers of fire, including the fire risks smoking-related materials pose. The program utilizes specially trained firefighters to teach fire and life safety education. Many of the firefighters are trained emergency medical technicians who have seen the catastrophic health effects of smoking-induced illnesses.

The S.A.F.E. educator serves as a role model for impressionable youth while providing students with firsthand knowledge of the dangers associated with fire, age-appropriate information on preventing and surviving those fires that occur, and through a core school-based program, affect a change in the behavior and the safety of the community at large.

The S.A.F.E. Program is designed to create a partnership between the school and fire departments, working jointly to reach the goals and objectives of the state's Curriculum Frameworks and the Common Core of Learning and teaching the Key Fire Safety Behaviors in the Massachusetts Public Fire and Life Safety Education Curriculum Planning Guidebook, and to model teamwork for the students.

HFD sent SAFE Educators to the Annual Fire & Life Safety Education Conference. This 2-day conference is presented by the Department of Fire Services and planned by the Massachusetts Public Fire and Life Safety Education Task Force. SAFE Educators from all over the state and country attend to learn and share fire safety lessons. This is invaluable training and we look forward to future participation.

The S.A.F.E. Program here in Hudson is delivered by 4 specially trained Firefighters and overseen by Deputy Harrington. During 2022, our team assisted seniors in town with the replacing expired smoke detectors, installing new detectors and replacing batteries within their residence through our Senior S.A.F.E program. The need for this service in 2022 was so great that funding for our Senior S.A.F.E. program was again exhausted, as it was in 2021, creating a need to use department overtime for this purpose. The Senior S.A.F.E program routinely coordinates with the Hudson Senior Center and the American Red Cross to help better assist our seniors, who are at high risk during a fire incident.

During 2022, the S.A.F.E team was able to coordinate and return to in person instruction within Hudson's schools. Each class that could be visited was and K-4 was instructed on the following topics:

- Recognizing the Firefighter as a Community Helper
 - Match and Lighter Safety
 - Crawl Low Under Smoke
 - Understanding Smoke Alarms
- Get Out, Stay Out
E.D.I.T.H. (Exit Drills In The Home)
Reporting Fires and other Emergencies
Stop, Drop, and Roll

Roster as of December 31, 2022

Administration

Fire Chief Bryan R. Johannes
Deputy Fire Chief Brian Sleeper
Deputy Fire Chief Brian Harrington
Administrative Assistant Tina Marie D'Asti
Senior Clerk Vacant

Shift 1

Lieutenants

Kevin Werner and Christopher Devoe

Firefighters

Stephen Weaver, Michael Cardinale, Brian Blais
Jack Bertonassi, Patrick Kelleher, George Eliopoulos

Shift 2

Lieutenants

Eric Currin and Lieutenant Jeffrey Chaves

Firefighters

Richard Hubert, Steven Walsh, David Prockett,
Casimiro Costa, Brian Niemi, Keith Duplisea

Shift 3

Lieutenants

Matthew LaBossiere and John White

Firefighters

Robert O'Hare, Kevin Prest,
Christopher Lazuka, Brian Dome, Jason Fischer, Jonathan Nemergut

Shift 4

Lieutenants

Marc Exarhopoulos and Lieutenant Anthony Cunha

Firefighters

Roberto Magdaleno, Craig Collins,
Jason Galofaro, Kyle Schaeffer, Paul Dudley, Cameron Bower

Call Firefighters

Mark Hollick, Paul Betti, Paul Spinetto

Auxiliary Firefighters

Respectfully Submitted,



Bryan R. Johannes
Fire Chief Town of Hudson



**TOWN OF HUDSON
BUILDING DEPARTMENT
78 Main Street, Hudson, Massachusetts 01749**

**Department of Licenses, Permits & Inspections
2022 Annual Report**

To the Honorable Select Board, the Executive Assistant, and the citizens of the Town of Hudson, the Building Department hereby respectfully submits the annual report for the year ending December 31, 2022:

Office:

Our office staff and Inspectors continued to provide the citizens of Hudson the best possible service.

This year, we have seen a slight increase in permits issued from the previous year. Our office is still extremely busy. Administration and Enforcement of the Zoning By-Law continues to consume more than half of my time with inquiries, complaints, inspections, enforcements, decisions, opinions and follow up inspections, including, if necessary, court action. We continued to attend training seminars via Zoom and in-person on the IRC and IBC/MA building codes and energy codes which continue to evolve with new codes and amendments.

Staff

We welcomed an additional Administrative Assistant to our team, Florinda Folan started in December 2022. We also welcomed a new part time Deputy Building Inspector, Kyle Tucker in October 2022. We would also like to thank and acknowledge our longtime File Clerk, Cheryl Lombardo, who is no longer working in our department. She helped out in any capacity that was asked of her and she is missed.

Upcoming Projects:

The following projects projected:

71 Apsley St – 23 apartments
32 Washington St – multi family's
7 South Street – possible commercial and apartments
New Water Treatment Plant
New Starbucks
136 Main St – major commercial renovation
Indian Farm Estates – 22 houses
Enclave Over 55 Community - Chestnut St – 54 houses
Old County Rd – 7 houses
62 Packard St – new townhouses
Armory Project (Possible)
428 Main Street – ongoing commercial tenant fit up's
312 Main Street – ongoing commercial tenant fit up's
43 Broad Street – ongoing commercial tenant fit up's

**Department of Licenses, Permits & Inspections
2022 Annual Report**

Permits Received

Building Permits	875
Electrical Permits	636
Plumbing Permits	430
Gas Permits	414

In summary, I want to thank all the Town departments for their support and assistance.

Many thanks to Deputy Building Inspector, Kyle Tucker, Dennis Monteiro, Head Electrical Inspector, Larry Joyce, Plumbing/Gas Inspector, John Cain, Deputy Electrical Inspector, Richard DeMelo, Deputy Plumbing/Gas Inspector, Administrative Assistant, Kate Drummey and Administrative Assistant, Florinda Folan for their dedicated service in the Building Department.

Respectfully submitted,



Jeffrey Wood
Building Commissioner & Zoning Enforcement Officer

SEALER OF WEIGHTS AND MEASURES

The Sealer of Weights and Measures is responsible for inspecting all weighing and measuring devices on an annual basis to ensure accuracy as set forth by the Massachusetts General Laws relating to Weights and Measures. All commercial devices used in the sale of commodities and services to consumers within the Town of Hudson are inspected, tested, sealed, not sealed, and/or condemned each year based on the tolerances prescribed by state law. The Department's program of inspections works to promote and ensure protection for consumers and value and fairness to all commercial transactions.

The following devices were inspected and tested during 2022:

Balances & Scales		Adjusted	Sealed	Not Sealed	Condemned
	100 – 1,000 lbs.	1	3	0	0
	10 lbs. - 100 lbs.	0	155	7	2
	10 lbs. or less	2	13	0	0
	Total	3	171	7	2

Three scales were sealed in the one hundred-to-one-thousand-pound category with one being adjusted. One hundred sixty-three scales were inspected and tested in the ten-to-one-hundred-pound class. Two devices were found to be incorrect and condemned. One condemned device was calibrated to meet state law standards and sealed whereas the other was put out of operation permanently. Seven scales were not sealed and deemed illegal for trade due to various circumstances. In the ten pound or less category, two balances and eleven digital scales were tested and sealed with two being adjusted prior. In total, there were one hundred seventy-one scales & balances sealed.

Weights		Adjusted	Sealed	Not Sealed	Condemned
	Metric	0	16	0	0
	Apothecary	0	13	0	0
	Total	0	29	0	0

A total of twenty-nine weights across various units of measurement within metric and apothecary divisions in the ten pound or less category were tested and sealed. These weights are intended as standards for pharmaceutical balances.

Liquid Measuring Meters		Adjusted	Sealed	Not Sealed	Condemned
	Gasoline	15	142	4	0
	Vehicle Tank Pump	0	8	0	0
	Total	15	150	4	0

Fifteen gasoline meters in the liquid measuring category were found to be out of tolerance upon inspection and testing. The devices were calibrated to meet tolerance levels as prescribed by state law and sealed. Four gasoline meters were not sealed due to mechanical issues. These four were later tested and sealed. In total, one hundred forty-two gasoline meters were sealed. Eight vehicle tank pumps were tested and sealed.

Due to calibrations of devices in the gasoline category of liquid measuring meters, a total of \$3,599.70 was saved by merchants this year. This figure is measured by the price of gasoline at the time of inspection as well as the number of gallons the calibrated meter delivered throughout the remainder of the calendar year after the inspection.

Various other miscellaneous inspections were also conducted.

Respectfully submitted,

Joseph T. Mulvey
Sealer of Weights and Measures