

PUBLIC SAFETY

Police Department

Fire Department

Department of Licenses, Permits & Inspections

Sealer of Weights & Measures

Town of Hudson Police Department Annual Report 2020

Richard P. DiPersio
Chief of Police



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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“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

I was appointed Chief of Police on March 1, 2020. Shortly thereafter the world was thrust into a global pandemic like no other. In 2020 we had to adapt and modify how we operated on a daily basis; daily sanitizing of equipment, wearing masks, conducting outdoor and socially distant roll calls, taking police reports over the phone, and limiting our interactions became the norm. Yet through it all, the staff of HPD continued to serve under difficult and stressful conditions.

Every year brings new challenges for the Hudson Police Department and 2020 was certainly no different. I am immensely proud at how HPD rose to meet those challenges and continued to lay the groundwork for even greater accomplishments in the future.

The staffing levels at the police department began the year with 30 sworn officers. At full authorization, the department has 34 sworn police officers. In 2020, Police Chief Michael D. Burks retired after 5 years as Hudson Police Chief and nearly 35 years of service. Sgt. Scott Chauk retired after 21 years of service. Both served with distinction and dedication and will be missed.

The department welcomed our three newest sworn members. Officer Patrick Kerrigan graduated the police academy in July of 2020 and successfully progressed through our field training program and is now assigned to the patrol division. Officers Jason Hatstat and Michael Doran began their academy training in September of 2020, graduated in February of 2021, and are currently enrolled in the departments field training program.

I am fortunate to be surrounded by talented, dedicated, and hard-working professionals, both sworn and civilian staff, who have a combined total law enforcement work experience exceeding 614 years. Because of these talented and intelligent personnel, great things happen and high expectations and goals can be imagined. With that in mind, the department has begun its quest to become certified and accredited through the Massachusetts Police Accreditation Commission. This is no easy undertaking and involves all personnel. This accreditation process is so important in that first and foremost, it forces an agency to self evaluate all policies, protocols, procedures, and infrastructure against best practices for the profession. Once all of these standards and requirements are met, the commission sends a team of accreditation assessors to conduct multi-day, on site inspections. If we are successful in meeting and complying with



all of these requirements, we receive initial certification and ultimately full accreditation.

The Hudson Police Department is made up of exceptional men and women who have dedicated their careers to service. In 2020 the HPD staff worked tirelessly to provide a high level of service to the community while addressing quality of life issues, striving to maintain a low crime environment. The following report highlights some of the various responsibilities our department is tasked with. As policing continues to evolve and our responsibilities grow, our officers adapt accordingly to an increasing set of challenges as we seek to provide service, safety and to solve problems. Although 2020 was quite different than years past, members of the Department helped organize and participated in numerous community events, even with the challenges brought about by the pandemic.

With professionalism, respect, and dignity, we will continue to build relationships with citizens while striving to provide a safe environment for all who live, visit, and work in our community. The Department will work tirelessly to improve the services we provide to the community, and your continued support is vital to our success. We thank you and are honored by the opportunity to serve you.

Respectfully,

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**

Lori Morton

Billing & Payroll Services



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 2020

POLICE CHIEF
RICHARD P. DiPERSIO

POLICE CAPTAIN
CHAD E. PERRY

LIEUTENANTS
THOMAS G. CRIPPEN, MICHAEL S. VROOM

SERGEANTS
CHRISTOPHER SHEA, ROBERT MERRILL, SCOTT CHAULK, ROGER DOWNING, JOHN MURPHY,
JESSE HAYDEN

POLICE OFFICERS
JOHN DONOVAN, JOHN YATES, WENDY LAFLAMME, RONALD MACE, PETER LAMBERT, CRAIG PERRY, CHAD CROGAN,
JONATHAN PARKS, CHRISTOPHER VEZEAU, SHAMUS VEO, JOSEPH EDIE, JAMES CONNOLLY, JOSEPH ESPIE, CALVIN
AHEARN, KEVIN JOHNSON, SAMUEL LEANDRES, MICHAEL HURLEY, JAMES DOWNING, ZACHARY SCHAEFFER, PATRICK
KERRIGAN, JASON HATSTAT, MICHAEL DORAN

DETECTIVES
DET. SGT. CHRIS TOHER SHEA, DET. CHAD CROGAN (JUVENILE), DET. SHAMUS VEO (JUVENILE), DET. CHRISTOPHER
VEZEAU, DET. JAMES CONNOLLY

COMMUNICATIONS SPECIALISTS
THERESA OSBORNE (DISP. SUPERVISOR/RECORDS CLERK), JODY BLANCHARD, PETER RYAN, SHAWN MARQUES,
JOSEPH FOURNIER, MARCUS BLANCHARD, ETHAN HOLMAN, HEATHER SHAUGHNESSY, MARK SHAW, DAVID O'BRIEN

ADMINISTRATIVE STAFF
CORY BISHOP (ADMINISTRATIVE ASSIST. TO THE CHIEF OF POLICE), LORI MORTON (PAYROLL)

SCHOOL TRAFFIC SUPERVISORS
YVONNE BLEILER, PATRICIA CUNHA, CYNTHIA GOULD, DONNA GRESKA, PAULA MADDEN, ADELAIDE SARAGIAN,
LUANN WELLS

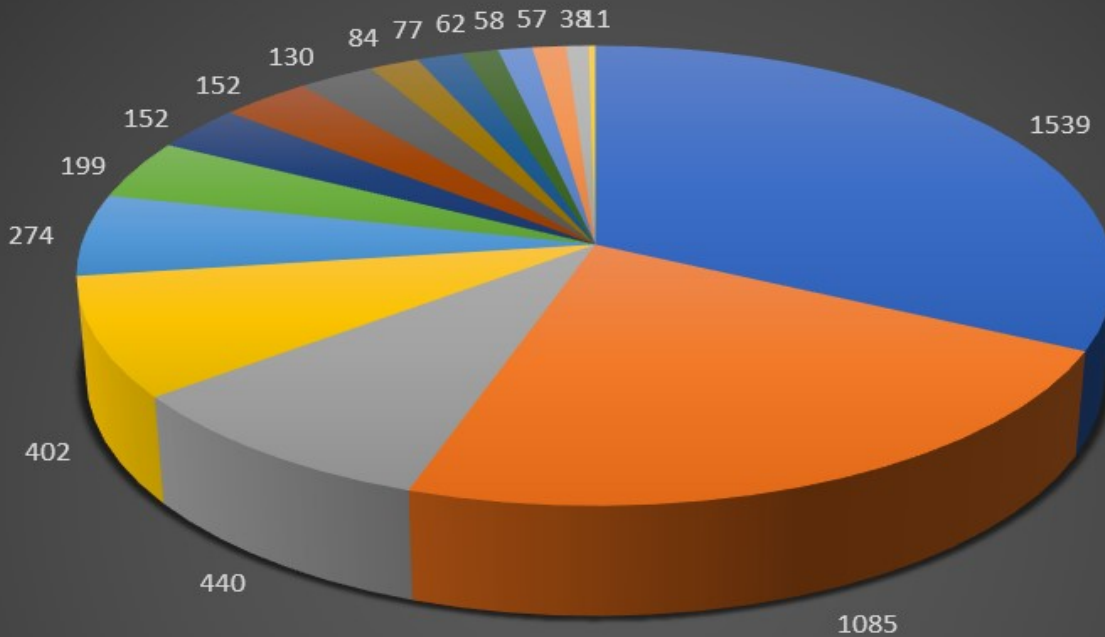
PARKING CONTROL OFFICER
THOMAS W. BOUDREAU

SPECIAL POLICE OFFICERS
THOMAS W. BOUDREAU, ALFRED BARESE, JOSEPH FOURNIER

ANIMAL CONTROL
JENNIFER CONDON

HPD by the Numbers

2020 Calls for Service



- Medicals
- Property Damage MVA
- Disturbances
- Vandalism
- MVA w/ Injuries
- Overdoses
- MV Stops
- Domestic Disturbances
- Mental Health
- MV Citations
- Commercial Alarms
- Warnings
- MV Criminal Citations
- MV Arrests
- Noise Complaints
- Residential Alarms

Department at a Glance

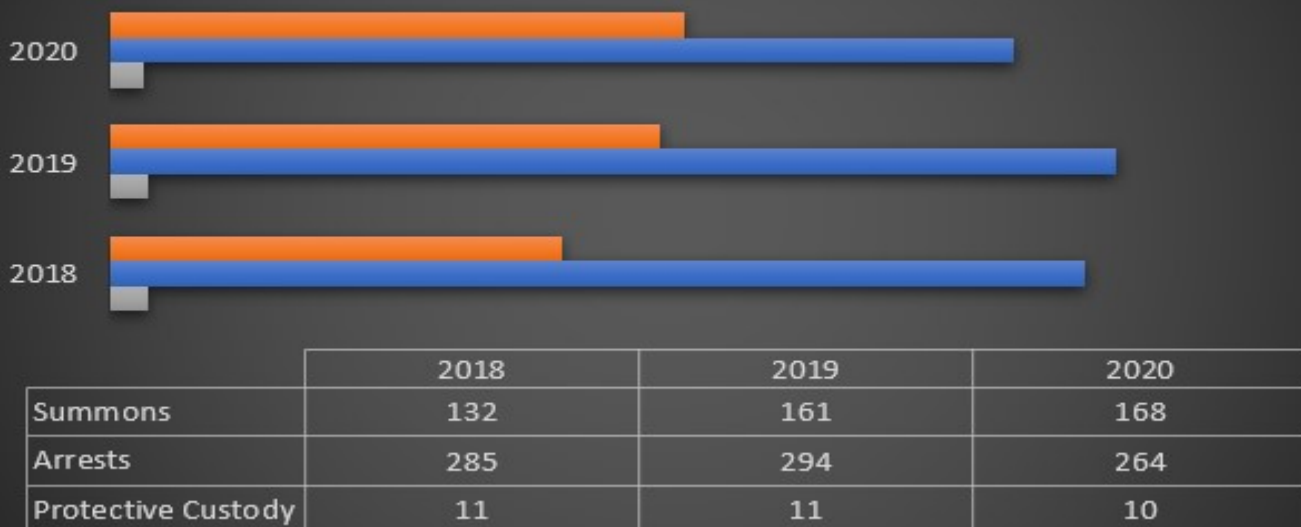
Call	2018	2019	2020	Total
Medicals	1550	1568	1539	4657
MV Stops	901	862	1085	2848
Commercial Alarms	379	485	440	1304
Property Damage MVA	605	668	402	1675
Warnings	244	286	274	804
Noise Complaints	179	181	199	559
Disturbances	197	272	152	621
Domestic Disturbances	171	174	152	497
MV Criminal Citations	18	67	130	215
Vandalism	68	80	84	232
Mental Health	56	73	77	206
Residential Alarms	118	123	62	303
MVA w/ Injuries	66	55	58	179
MV Citations	45	81	57	183
MV Arrests	1	38	38	77
Overdoses	23	23	11	57

	2018	2019	2020	Total
Calls for service	15247	15762	15402	46411
Unfounded	6178	5656	5981	17815
Incident reports	1507	1413	1553	4473
MV Accidents	441	476	295	1212
Arrests	285	294	264	843
	2018	2019	2020	
Citations	45	81	57	183
Warnings	244	286	274	804
Crim Citations	18	67	130	215
MV Arrests	1	38	38	77
Citation \$	3880	7570	4935	16385

Calls for Service



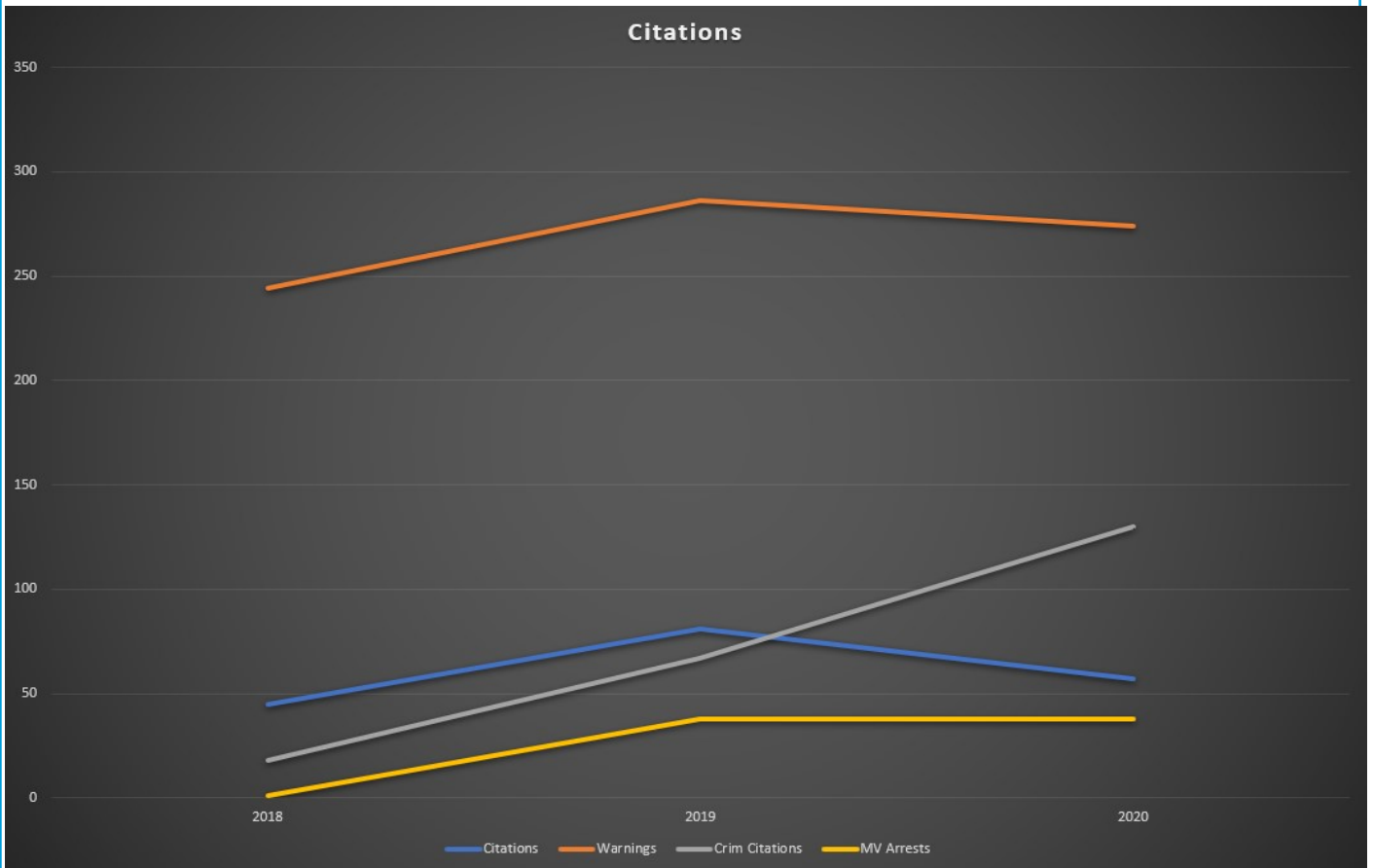
Arrests



Mental Health & Overdose calls



Citations



**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 (TOWN CLERK-CENSUS 12/31/2020)	18,142
SWORN POLICE OFFICERS	34
CALLS FOR SERVICE RECEIVED IN 2020	15,402
TOTAL ARRESTS MADE IN 2020	86
TOTAL CITIZEN COMPLAINTS RECEIVED IN 2020	2

HUDSON POLICE CITIZEN COMPLAINTS

Two complaints were received of alleged misconduct by Hudson Police Officers during 2020. After a thorough investigation under the direction of the Chief of Police, the complaints were determined to be unfounded and not sustained. 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:	\$31,150.00
	Commonwealth General Fund:	\$23,325.00
	Local Agency:	\$7,825.00

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, and we currently have 8,482 followers, with 6,029 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.

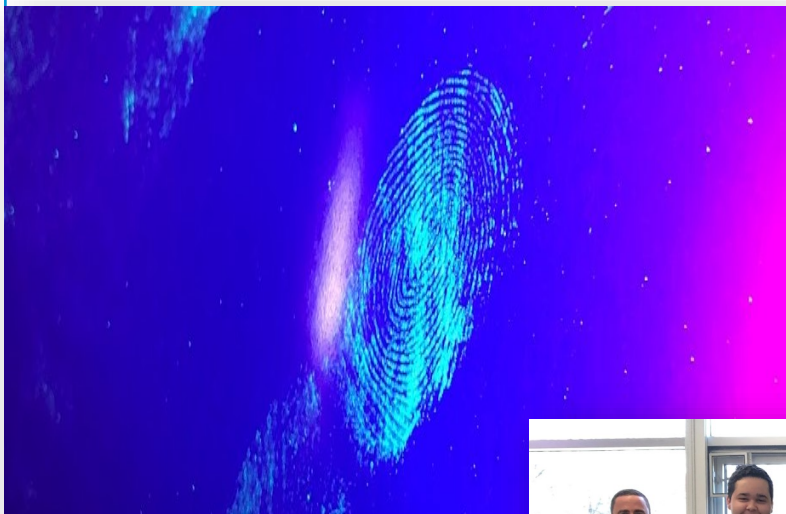




CRIMINAL INVESTIGATIONS DIVISION

Sergeant Christopher Shea	Detective Supervisor
Detective Chad Crogan	Detective / Juveniles
Detective Christopher Vezeau	Detective/ Court Prosecutor
Detective Shamus Veo	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. Christopher Shea. Assigned to the CID are Juvenile Detectives Chad Crogan and Shamus Veo, Det. Christopher Vezeau, and Det. James Connolly.



The Detective Unit of the Hudson Police Department respectfully submits its Annual Report for the year 2020. The Detective Unit's primary role is the investigation of any reports of major crimes or other complex crimes that cannot be brought to a successful close by the patrol force due to case load, time constraints or jurisdictional issues. The Unit supplements the patrol force and works in unison with the patrol officers of this Department, other local law enforcement agencies, as well as State and Federal agencies, to bring these investigations to a successful close. The Detective Unit assists the District Attorney's Office prosecutors during the preliminary investigations of serious crimes and acts as the liaison between Law Enforcement and the Judicial System during trials.

This calendar year was filled with successes in the Detective Unit, including several major investigations to include a multiple stabbing, human trafficking and serious domestic violence cases. The unit has seen some personnel changes due to promotions and reassignment but continues to participate at a first responder level to assist the Patrol Force and ensure investigations are effective and without delay.

2020 showed a continued increase in unemployment fraud, internet fraud, credit card fraud, identify theft, and scams targeting community members. The Unit has conducted more than 145 fraud investigations this calendar year. Technology based devices such as computers, cell phones and GPS units are being utilized more and more by the criminal element as tools of the trade, and the scams continue to become more sophisticated each passing year. The Detective Unit members continue to attend training in regards to these types of crimes and develop the best practices to investigate these crimes successfully.

There was a continued decrease in Burglaries, Breakings & Entering (14) and Larcenies (46) that can be attributed to the combination of increased patrols in residential areas and the diligence of community members in reporting suspicious persons, motor vehicles and activity in their own neighborhoods. Town residents are reminded to please remain vigilant of their neighborhoods and call the police if they observe anything suspicious.

Illegal drug activity continues to have an adverse effect both directly and indirectly on the quality of life for all residents. A conservative estimate would suggest that the majority of all crimes investigated by the Unit are associated with substance abuse in one form or another. Fortunately, the department has continued to see a decrease in opiate based narcotic overdose incidents but we continue to work diligently to assist and provide resources to those struggling. The Detective Unit now works in conjunction with Advocate's to perform P.O.S.T interventions at the scene of these incidents. Detectives and Harm Reduction trained specialists offer post overdose information and assistance to individuals and families effected by substance use issues. The bulk of the illegal drugs seized as a result of possession and distribution investigations is still heroin/fentanyl or other opiate based narcotics. One discernible result of the adverse effects of illegal drug activity is the marked increase throughout the Commonwealth in property crimes.

The Department's Jail Diversion Clinician, Taylor Hayden, continues working out of the Detective Unit and is embedded within the patrol force to assist in the positive resolution of our citizens in crisis. The ability to have on scene assessment and evaluation, by a certified Crisis Clinician, allows for a degree of de-escalation, crisis stabilization and level of care for our citizens that was not always possible previously. The program allows for diversion to a treatment facility and subsequent follow up, rather than an arrest/custody situation that would otherwise exacerbate the crisis. The program has been well received by the community and police personnel alike and we look to increase the availability of this invaluable resource.

In closing, I would like to take this opportunity to thank the many citizens that openly support our endeavors. Detective Chad Crogan and Detective Shamus Veo are to be recognized for their efforts in keeping our school communities safe and their mentoring of our student population. Additionally, the dedicated efforts of Detectives Christopher Vezeau and James Connolly in identifying, apprehending and successfully prosecuting criminal offenders do not go unnoticed.

Lastly, I would like to recognize the support of Chief Richard DiPersio, the superior officers and the consistent, hard work of the patrol officers that we work so closely with to accomplish our difficult, but common goal of protecting the citizens of Hudson.



~Detective Sergeant Christopher J. Shea~

Juvenile Detective

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. A large roll in my position is teaching the D.A.R.E. program in the fifth grade at the Quinn Middle School. The D.A.R.E. curriculum called "keepin' it REAL". *Keepin' it REAL* teaches youth to think critically, communicate effectively, and help understand how to make better choices. The lessons cover tobacco/alcohol facts and health risks, risk assessment, decision making, where to go for support, and communication skills such as conflict resolution and drug refusal. We also discuss the facts and health risks associated with vaping.

Prior to starting the D.A.R.E. program each year, I meet with the Principal to discuss the upcoming D.A.R.E. program and the upcoming school year. I make it a priority to be available to the schools during regular school hours. With the cooperation of faculty, I have been able to work out a teaching schedule each week that enables me to reach the objectives and goals that I have set for the students concerning safety, violence and saying no to drugs. I devote the majority of my time to teaching D.A.R.E. classes each week at Quinn Middle School. In my duties, I investigate juvenile matters for the town, investigate computer crimes and general investigations as assigned.

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
- Violence behavior
- Stranger danger
- Bicycle helmet laws
- Dangers of Vaping/Tobacco use

...and most importantly D.A.R.E.



School and student safety are the upmost 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 make sure the crossing guards are properly trained and present at designated crosswalks locations for the safety of the students and parents who walk to the schools.

Like the rest of us things were different in 2020 and we were not able to run the Hudson Police Youth Academy for it's 15th year or participate in the Middlesex County Sheriff's Public safety Academy. These two programs, especially the Hudson Police Youth Academy, are a once in a lifetime experience for our children. We are committed to having the Academy in the near future and putting safety measures in place.

As an Officer and an educator, I realize 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.

Respectfully,

Detective Chad Crogan

Juvenile Detective / SRO

2020 was a strange and difficult year for everyone. The class of 2020 did not have a conventional end to their High School careers. I hope this experience has taught them they can persevere through anything. I wish them all good luck as they are headed off to college, workforce, or the United States Military. Hudson High School remains a safe environment conducive to learning. I have always and will always do my best in keeping violence, disruptions, and narcotics out of the school.

I continued my work with the health department educating students on drugs, alcohol, bullying, online safety, and making responsible decisions. I also continued working with the language department in doing a real-world situational language translation exercise. I have been working with the science department on witness identification as well as fingerprint collection/analysis with the help of Detective Connolly.

Unfortunately, due to COVID-19 for the first time in 15 years we were not able to run our Youth Police Academy over the summer. Hopefully we will be back to normal for the summer of 2021.

As School started back up with all the new changes it had a very different feel. But I soon realized that though things appeared different, so many of them stayed the same. With the students and staff committed to learn and teach. Things seemed to go back to business as usual you just couldn't see any one's face. I picked back up with all the classes I assist with, getting more comfortable with talking to half the students through a computer screen.

I feel 2020 was a difficult yet successful year and I am again very proud and thankful I have the opportunity to be the SRO for Hudson High School. I feel the partnership between the Police and the School is strong and positively affects every student in Hudson High School. I am honored to be tasked with keeping the youth of our town safe, hopefully being a positive role model, and helping mold our next generation.

I would like to personally thank Chief of Police Richard DiPersio, my Detective Sgt Chris Shea, Superintendent Marco Rodrigues, and the Hudson High School Administration for their support of the SRO program. I look forward to the New Year where I will strive to keep Hudson High School a great place to learn.



Respectfully,

Detective Shamus Veo

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), Det. Shamus Veo, Det. James Connolly (FBI task force member), and Ofc. Kevin Johnson.



In 2020, the CEMLEC SWAT Team responded in some fashion to thirty-nine (39) requests from member agencies. 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.



BICYCLE RESPONSE TEAM (BRT)

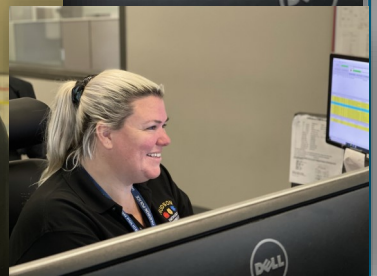
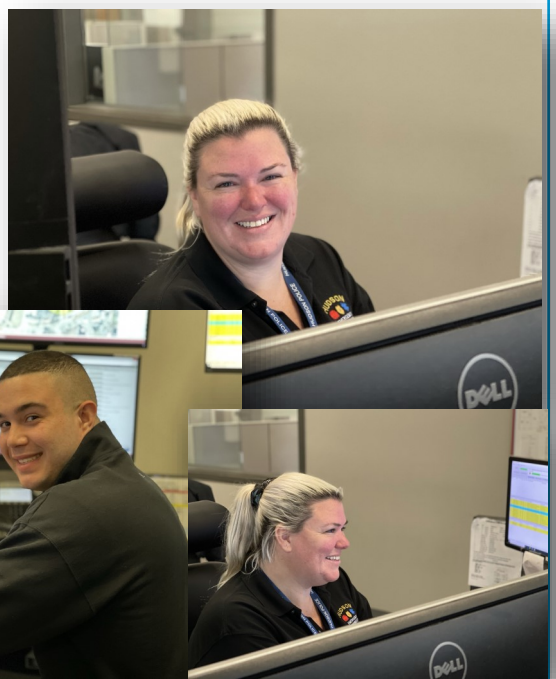
Police on bikes is the latest addition to HPDs 21st century police force. The Bicycle Response Team was formed to patrol the heavily travelled rail trail and the downtown business district and parks. They also help at community events and other large-scale pedestrian traffic situations. The BRT are added 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 Zachary Schaeffer.



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. Shown above is Communications Supervisor/Records Clerk Theresa Osborne. Below (l to r) Dispatchers Jody Blanchard, Peter Ryan, Marcus Blanchard, and Heather Shaughnessy.



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.

I'd like to introduce Taylor Hayden, LCSW (Licensed Certified Social Worker). She's been part of our team here at HPD for a couple of years now and quickly became 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 2020, 474 individuals were referred to Taylor by our officers. Forty-eight (48) individuals in 2020 with behavioral and health conditions were diverted away from arrest and into other treatment facilitated by JDP clinicians.



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 \$376,000 (\$4,000 per ED diversion). Combined, estimated cost savings due to arrest and emergency department diversion activity equals \$496,000! Incredible. Since the program's inception in 2018, there have been a total of 376 JDP evaluations, 1150 JDP interventions, 119 arrests diverted, and 217 emergency department diversions.

Information provided by: Abbott, S. (2020). Co-Response Jail Diversion. Retrieved February 12, 2021, from <https://www.advocates.org/services/jail-diversion>
Tarantino, A. (2021) and the Advocates Hudson-Sudbury 2020 Annual Report.

Communities for Restorative Justice (C4RJ)

Communities for Restorative Justice (C4RJ)

“Restorative justice is a process to involve, to the extent possible, those who have a stake in an offense and to collectively identify and address harms, needs and obligations, in order to heal and put things right as possible.”

— Howard Zehr, PhD, *The Little Book of Restorative Justice*, 2002

Communities for Restorative Justice (C4RJ) is a growing nonprofit that partners with 32 cities and towns, their police departments, the Northwestern District Attorney, and the District Attorneys of Middlesex and Suffolk counties to rebuild trust and offer a path forward in the wake of crime. We listen to victims, hold responsible parties accountable, and restore trust in communities. Our volunteer-led "circle" dialogue is called restorative justice. It's personal. It's powerful. And it's why C4RJ is a proven, effective option within the justice system.

Through police and district attorney referrals, we seek to include *the people affected by crime* in decision-making: victims (*impacted parties*), offenders (*responsible parties*), loved ones, supporters, community members, and law enforcement officials.



GIVING BACK TO OUR COMMUNITY

HUDSON POLICE DEPARTMENT



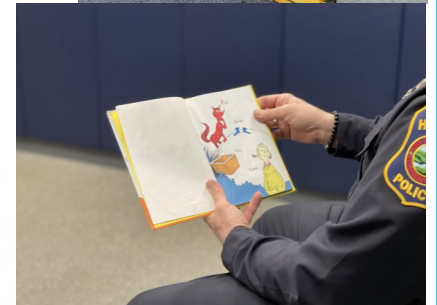
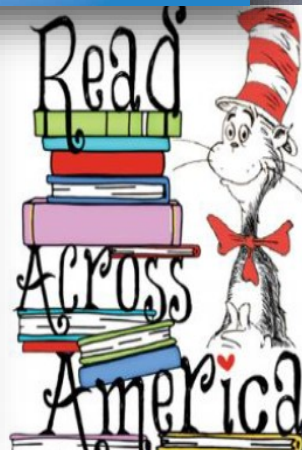
FILL-A-CRUISER

FOOD DRIVE TO SUPPORT
THE HUDSON FOOD PANTRY



#INTHISTOGETHER

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.



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.

TRAFFIC SUPERVISORS

Traffic Supervisors (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 1097 calls for service, which comprised of, but is not limited to, 56 complaint calls, 27 lost dogs, 17 lost cats, 262 wildlife calls, 449 miscellaneous calls for service, 19 pickups, 25 human/animal bite calls, 79 quarantine order calls, and 7 submittals to state labs.



SIGNIFICANT HIGHLIGHTS

NO SHAVE NOVEMBER



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.



**VETERAN
AND FAMILY CARE**



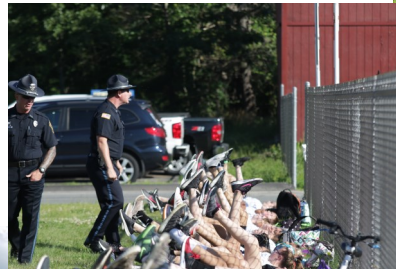
The Pink Patch Project originated in 2013 with the Seal Beach Police Department in California who wore pink patches on their uniforms during Breast Cancer Awareness Month. Last year, over 500 agencies participated in the program and HPD was one of 105 participating agencies in Massachusetts. The project 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 15 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.

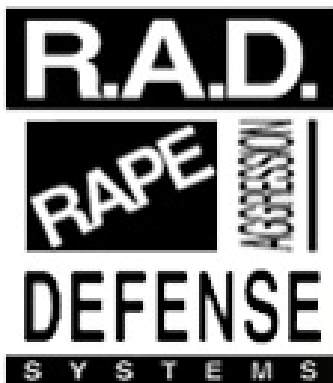
Cadet Creed

*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 2021

So what can you expect from us in 2021? We are excited to continue to improve the services we provide to the community. We are looking to establish a community action team that will be tasked with coordinating, planning, and holding monthly community events. Events such as Coffee With a Cop, R.A.D. for Women, radKIDS and the Middlesex County Sheriff's Public Safety Academy will help foster positive relationships between the community and the police department. In addition, we are excited to welcome our newest member of the department, K9 JOCKO. Ofc. Sam Leandres has been selected as Hudson's first K9 handler in decades, and we are excited to bring this resource back to the department and to the community. 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 community.

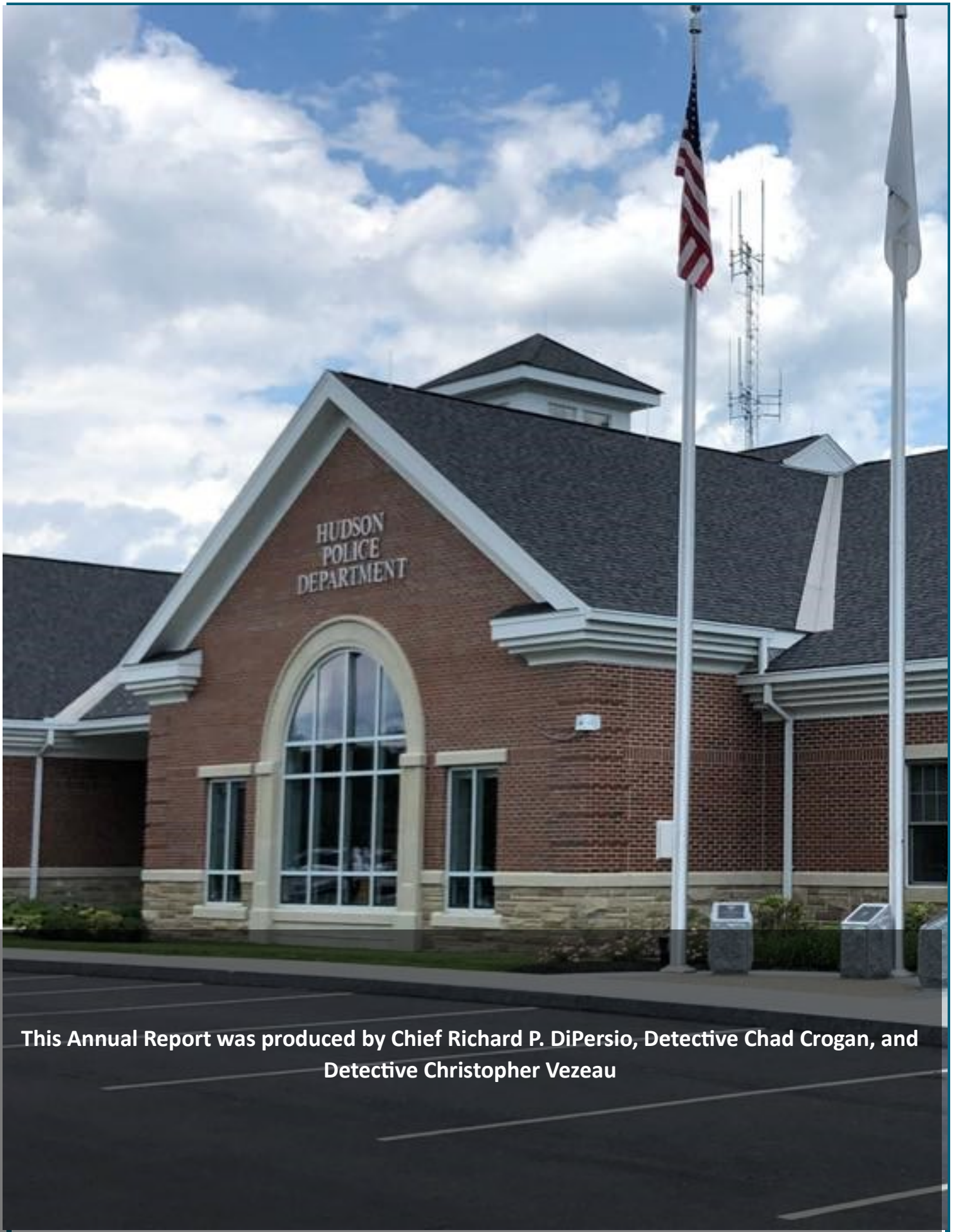


Middlesex
Sheriff's Office



K9 JOCKO





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

Hudson Fire Department Annual Report – 2020

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, 2020

During 2020, the Hudson fire department experienced a few personnel changes. Firefighter Jason Fischer started with the Hudson fire department on January 28, 2020 as a lateral transfer from the Clinton fire department. Firefighter Patrick Kelleher was promoted from the call firefighter ranks and started full-time March 24, 2020. Also, on March 24, 2020, acting Lt. Brian Sleeper became a permanent Lieutenant on the fire department. Call firefighters Matthew Stevens, Matthew Tufo and Matthew Olson resigned from the call firefighter ranks. Our part-time senior clerk, Marcia Blakely, transitioned to the Community Health Department as full-time administrative assistant. In accordance with guidelines set forth by the executive assistant and the select board, due to the COVID-19 pandemic, the fire department reduced its overall FY-20 budget by just over 3% by not hiring a replacement for the part-time senior clerk and not hiring a fire prevention deputy that had been budgeted for in the last two budgeting cycles. Efforts were made to streamline administrative tasks in the fire chief's office as a result. 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.

During 2020, the fire department has been forced to adapt to the rigors of a pandemic brought on by COVID-19. The Hudson Fire department cannot perform its duties on a remote basis. Our work is in every home and business in the town of Hudson. Your Hudson firefighters have reported to duty from the outset of the pandemic in March and continue to do so beyond year end. Personally, speaking as the fire chief, I could not be more thankful for their continued efforts keeping the residents of Hudson and their property safe. Their efforts during the pandemic are commendable. There has been no fire related civilian or firefighter deaths. Fire related civilian and firefighter injuries during 2020 have been minor in nature. We have responded to 2924 emergency calls and completed 1542 fire prevention activities for a total volume of 4,466 fire department related actions.

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. Our preparation revolves around maintaining our capabilities 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 have worked with our partners at the Massachusetts Emergency Management Agency (MEMA) to acquire needed PPE for the staff as well as sound purchasing practices to ensure those supplies have been adequate during the pandemic. 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. We have adapted our training regimen utilizing remote models to make sure our skills remain high until we can return to more 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. 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. The advanced life support (ALS) contract with Patriot Ambulance has been renewed with an incentive based on call volume that would trigger a requirement to provide a second dedicated ALS ambulance to Hudson. We appreciate all the support the town has shown us in the past and hope for your continued support into the future. Our facilities have been closed to the public since March in an effort to limit the spread of COVID-19. We would like to invite our residents to come by either station for a visit to check out our facilities, apparatus and equipment when we can return to normalcy. Finally, we appreciate the opportunity to serve the Town of Hudson as your fire department.

Buildings

Headquarters, located at 296 Cox St. houses Engines 1, Engine 4, 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. The second-floor ceiling space was insulated through Green Communities Grant initiated by the Planning Department. We continue to evaluate this building and its capabilities moving forward.

Fire Station #1, at 1 Washington Street, houses Engine 2, Engine 5, C-3. Many building system repairs including the apparatus bay heaters through a Green Communities Grant initiated by the Planning Department were replaced, the

emergency generator has required repairing and the building water heater was replaced to help keep this building operational. 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.

Apparatus & Equipment

The following vehicles are assigned to the Fire Department.

Engine 1:	2006, 1250 GPM Pumper by Emergency One
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
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
C-4:	2008, Ford F550
Boat Trailer:	1985, Calkin
Boat Trailer:	2004, Rescue One
Fire Alarm Trailer:	2009, Big-Tex
EM 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 two trained Fire Alarm Technicians. Fire Alarm personnel and School Department maintenance staff test school Fire Alarm systems twice a year as well as performing maintenance on selected town properties. We are shifting the monitoring of municipal radio box customers to a private monitoring service. This is due in part a renewed focus on operations. Once this is completed, the radio box monitoring equipment in our combined dispatch center will be 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 continued to be removed as time permits.

Training Program

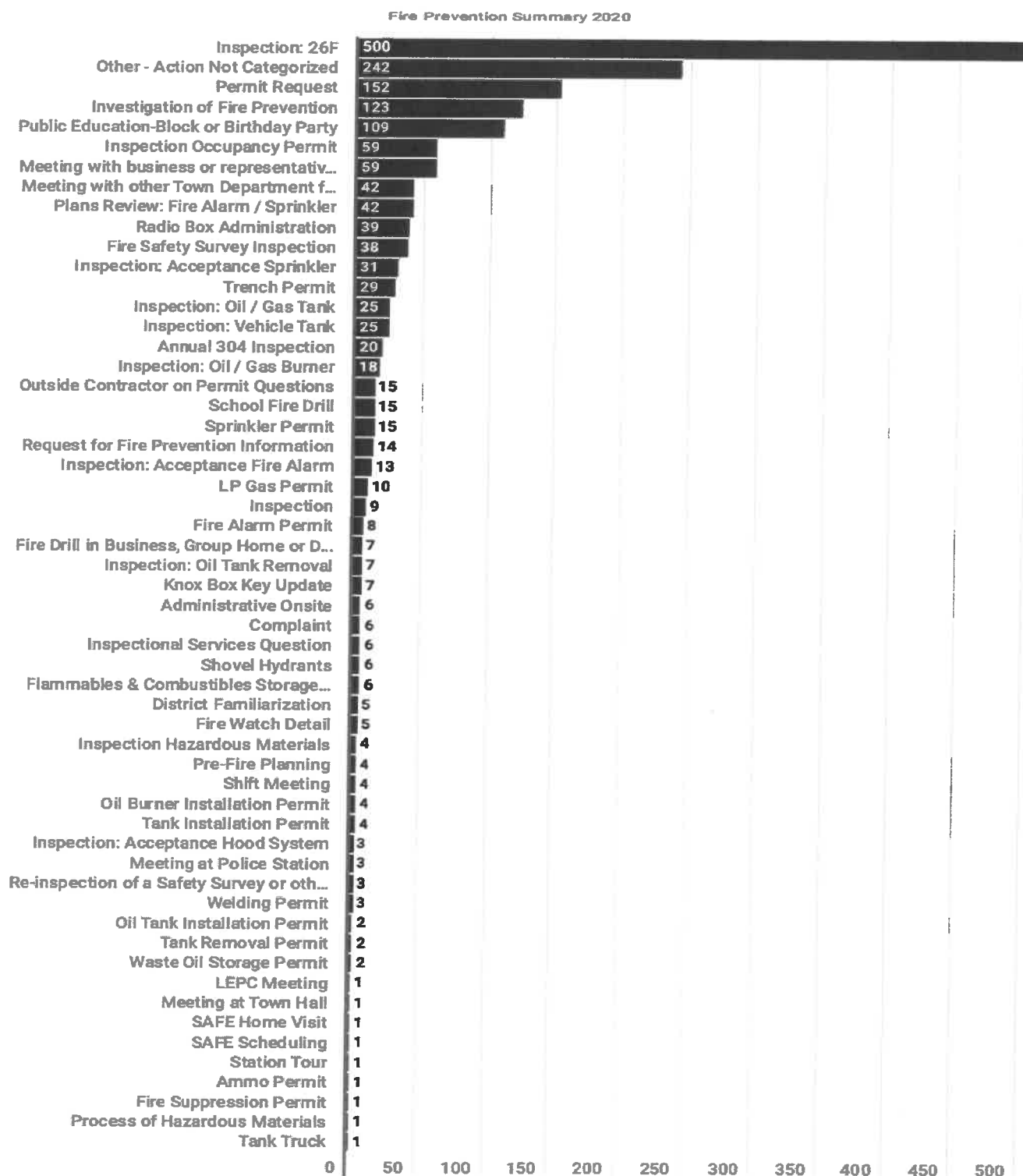
The training program is under the supervision of the Chief and Deputy Fire Chief. The Fire Department continues to conduct training sessions for Emergency Medical Technicians of which 100% of our fulltime staff is licensed to provide service. In March, these training sessions transitioned to a remote platform enabling the fire department to maintain certification levels. Looking forward to 2021, 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
- 3 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 is under the direction of Deputy Fire Chief Stephen Cariveau. Inspections were limited on an initial basis at the start of the pandemic but as with most of the other work in the fire department we've adapted and continue to perform Commercial, Industrial, Day Care, Nursery Schools, Preschools, Gas Stations, and Multi Apartment building inspection as time permits.

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 made some gains during the very end of 2019 and reported differently during 2020 capturing in better detail the importance of this work. In the graphic following, we have tracked our fire prevention efforts better during 2020 to enable a view of the types of work performed in this area. The below chart indicates the variety of work performed.



Roster as of December 31, 2020

Administration

Chief Bryan R. Johannes
Deputy Stephen Cariveau
Administrative Assistant Tina Marie D'Asti
Senior Clerk Vacant

Shift 1

Lieutenants

Kevin Werner and Brian Sleeper

Firefighters

Stephen Weaver, Ronald Blood, Anthony Cunha,
Michael Cardinale, Jack Bertonassi, Patrick Kelleher

Shift 2

Lieutenants

Eric Currin and Matthew LaBossiere

Firefighters

Richard Hubert, Douglas Schaeffer, Steven Walsh, David Prockett,
Casimiro Costa, Brian Blais

Shift 3

Lieutenants

Brian Harrington and John White

Firefighters

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

Shift 4

Lieutenants

John Carolan and Marc Exarhopoulos

Firefighters

Roberto Magdaleno, Jeffery Chaves, John P. Blood,
Craig Collins, Jason Galofaro, Kyle Schaeffer

Call Firefighters

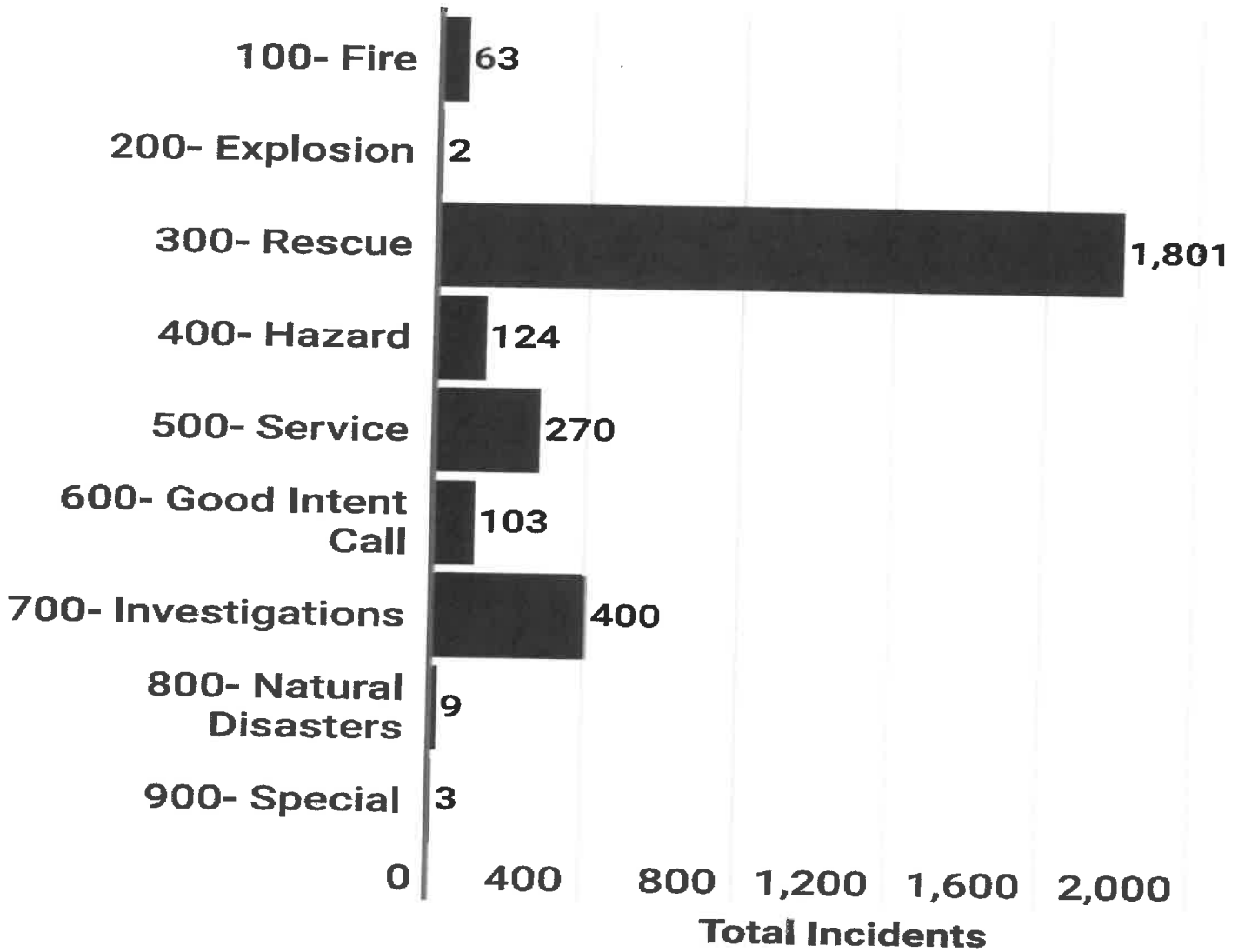
Mark Hollick, Paul Betti, Paul Spinetto, Matthew Blood, Brian Niemi, Paul Dudley

Auxiliary Firefighters

Timothy Landry, Cameron Bower, Kayla Currin

The following is a summary of the incident response for 2020

2020 Incident by Series



Respectfully Submitted,

Ryan R. Johannes

Ryan R. Johannes
Fire Chief Town of Hudson



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

Department of Licenses, Permits & Inspections
2020 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, 2020:

Office:

Our office staff and Inspectors continued to provide the citizens of Hudson the best possible service through this Covid-19 pandemic. The office worked full time during this unprecedented pandemic as we were considered “essential employees”. We continued to provide all services throughout this entire year of 2020.

This year, we have seen a slight decline in permits issued from the previous year, but our office has stayed 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.

Our longtime Electrical Inspector, Michael Cardinale Jr, passed away in November of 2020. This is a huge loss for the department. Mike was a wealth of knowledge, and a great friend to all. He is truly missed. Dennis Monteiro took over as Electrical Inspector. Dennis served many years as the Deputy Electrical Inspector.

Jack Lampinen decided to step down from head Plumbing/Gas Inspector and stay in the role of the Deputy Plumbing/Gas Inspector. Larry Joyce stepped up from his Deputy Plumbing/Gas Inspector role for Hudson and is now the head Plumbing/Gas Inspector.

Permits Received

Building Permits	717
Electrical Permits	547
Plumbing Permits	276
Gas Permits	433

In summary, I want to thank all the Town departments for their support and assistance. Many thanks to Mark Bertonassi, Deputy Inspector, Larry Joyce, Plumbing/Gas Inspector, Dennis Monteiro, Electrical Inspector, Cheryl Lombardo, File Clerk and Administrative Assistant, Kate Drummey for their dedicated service in the Building Department during this uncertain time.

Respectfully submitted,

Jeffrey Wood

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 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 2020:

Balances & Scales		Adjusted	Sealed	Not Sealed	Condemned
	100 – 1,000 lbs.	0	4	0	0
	More than 10 lbs. Less than 100 lbs.	0	149	5	2
	10 lbs. or less	0	6	0	0
	Total	0	159	5	2

One hundred forty-nine scales were inspected and tested in the ten to one hundred pound class. Two devices were found to be incorrect and condemned. The condemned was calibrated to meet state law standards and sealed. In total, there were one hundred fifty-nine scales sealed. In the ten pound or less category, two balances and four digital scales were tested and 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	1	160	6	4
	Vehicle Tank Pump	0	14	0	0
	Total	1	174	6	4

Five 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. In total, one hundred sixty gasoline meters were sealed. Fourteen vehicle tank pumps were tested and sealed.

Various other miscellaneous inspections were also conducted.

Respectfully submitted,

Joseph T. Mulvey
Sealer of Weights and Measures