

# HUDSON POLICE ANNUAL REPORT



#### **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.

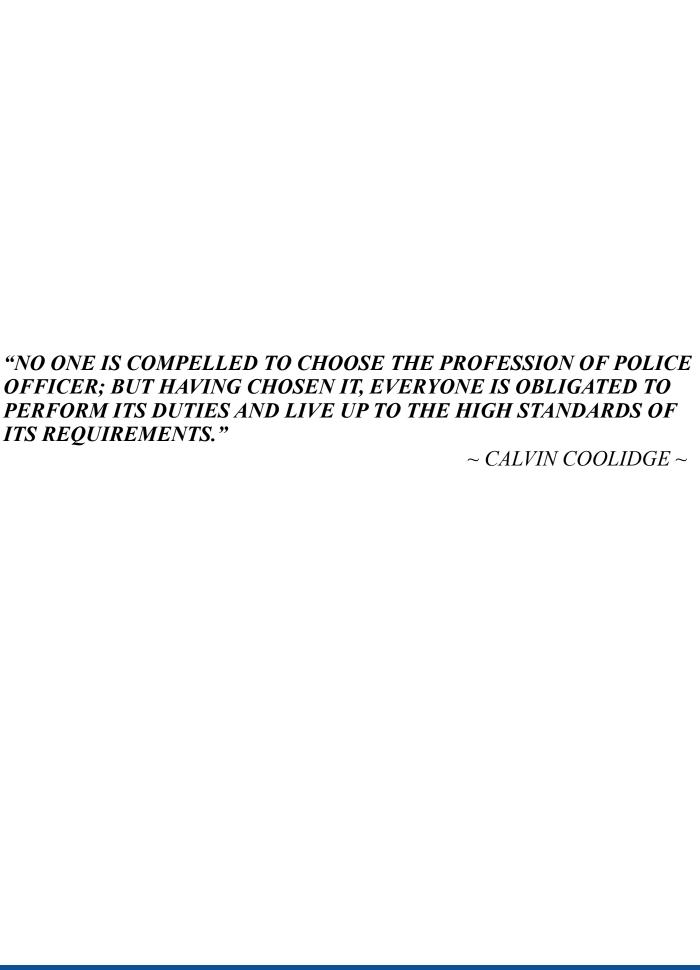
#### **OUR VALUES**

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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# Message from Chief Richard P. DiPersio

I want to take this opportunity to express my sincere gratitude to the Hudson community for the unwavering support and trust you have in your police department. Our community stands as an example of unity and collaboration and I cannot emphasize enough how essential your partnership is in our mission to create a safe and secure environment for all.

Our commitment to community engagement has continued to shine brightly, as we have strengthened relationships with the citizens we serve. Through these various engagement programs and partnerships, we continue to build trust and foster a spirit of collaboration that benefits or entire community.

Through this report we aim to provide transparency and promote a deeper understanding of the extraordinary work undertaken by our dedicated staff. I'd like to acknowledge the remarkable commitment exhibited by every member of your police department. Day in and day out they demonstrate an unwavering commitment to serve and protect. Their dedication to the well-being of our community is truly commendable, and I am proud to lead such an outstanding group of professionals.

This report highlights some of the vital roles played by various units within your police department. From patrol officers ensuring a visible presence on our streets to detectives relentlessly pursuing justice; call takers answering the calls and providing critical information; administration staff working diligently in managing the department; crossing guards assisting the youth to and from our schools; and the janitorial and support staff who assist us each and every day; every member of our team contributes to the complex service we provide our community every day. It is important to recognize that our success is rooted in the strong bond we share with you, the members of our community. Your continued support, active engagement, and invaluable feedback are pivotal in shaping our strategies and improving our services. Together, we can create a safe haven where everyone feels secure, valued, and protected.

I encourage you to celebrate the accomplishments we have achieved thus far while remaining vigilant and striving for continuous improvement. Your voice matters and we are committed to listening and adapting to better serve you. Together, we will continue to make Hudson a town we are proud to call home. Thank you for your continued trust and support.

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





**Cathy Porter** 











# **Command Staff**



Richard P. DiPersio Chief of Police

Chad E. Perry Captain





Lt. Thomas G. Crippen
Support Services
Division Commander

Lt. Michael S. Vroom Operations Division Commander





Lt. Roger Downing Community Services Division Commander

# **Department Roster**

#### **POLICE DEPARTMENT ROSTER2024**

#### **POLICE CHIEF**

RICHARD P. DIPERSIO

#### **POLICE CAPTAIN**

CHAD E. PERRY

#### **LIEUTENANTS**

THOMAS G. CRIPPEN, MICHAEL S. VROOM, ROGER DOWNING

#### **SERGEANTS**

ROBERT MERRILL, JOHN MURPHY,
JESSE HAYDEN, JOHN YATES, SHAMUS VEO, SAMUEL LEANDRES

#### **POLICE OFFICERS**

WENDY LAFLAMME, RONALD MACE, PETER LAMBERT, CRAIG PERRY, CHAD CROGAN, JONATHAN PARKS, CHRISTOPHER VEZEAU, JOSEPH EDIE, JAMES CONNOLLY, JOSEPH ESPIE, CALVIN AHEARN, MICHAEL HURLEY, JAMES DOWNING, JASON HATSTAT, MICHAEL DORAN, KEVIN MARTINS, NICHOLAS LAMPSON, ANDREW GARCEAU, KAYLIGH MYERSON, CAMERON O'TOOLE, HEATHER MANNING, NICHOLAS GIRARD, CHRIS LADOU, SAMANTHA COSTA, BRANDON PAYNE-DROUIN, BRENNAN GRIMLEY

#### **DETECTIVES**

DET. SGT. ROBERT MERRILL, DET. CHAD CROGAN (SRO), DET. CHRISTOPHER VEZEAU, DET. JAMES CONNOLLY, OFFICER SAMANTHA COSTA (SRO)

#### K'C

PATROL K9 JOCKO, COMMUNITY RESOURCE DOG MURF

#### **COMMUNICATIONS SPECIALISTS**

THERESA OSBORNE (DISP. SUPERVISOR/RECORDS CLERK), JODY BLANCHARD, PETER RYAN, JOSEPH FOURNIER, SIMON FONSECA, PRIYANSHI PATEL, CAILIN WALSH, GABRIEL LOPEZ, WILLIAM GRAY, JOSEPH ORIENTE, BRENDAN JUDGE

#### **ADMINISTRATIVE STAFF**

CORY BISHOP (ADMINISTRATIVE ASSIST. TO THE CHIEF OF POLICE), CATHY PORTER (PAYROLL)

#### **SCHOOL TRAFFIC SUPERVISORS**

PATRICIA CUNHA, CYNTHIA GOULD, DONNA GRESKA, PAULA MADDEN, LUANN WELLS, DON QUINN, PAT DALEY, JACKIE
COSME

#### PARKING CONTROL OFFICER

THOMAS W. BOUDREAU

#### TRAFFIC CONTROL OFFICERS

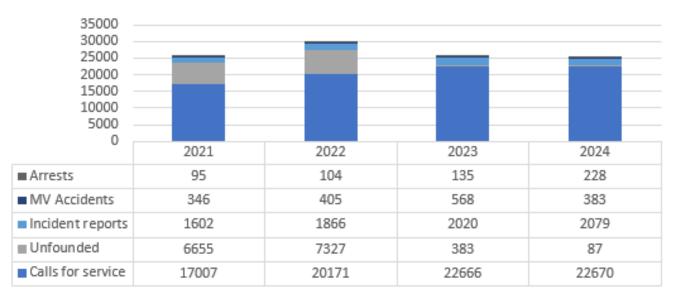
THOMAS W. BOUDREAU, ALFRED BARESE, CHRISTOPHER SHEA

#### **ANIMAL CONTROL**

JENNIFER CONDON

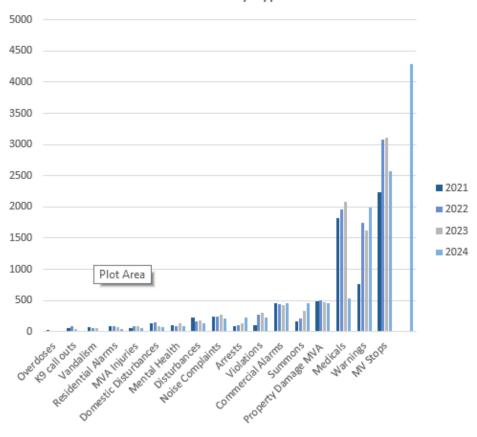
# **HPD** by the Numbers

#### Calls for Service

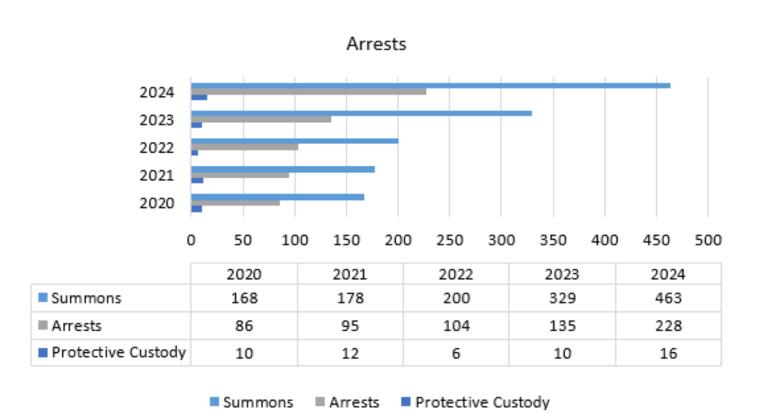


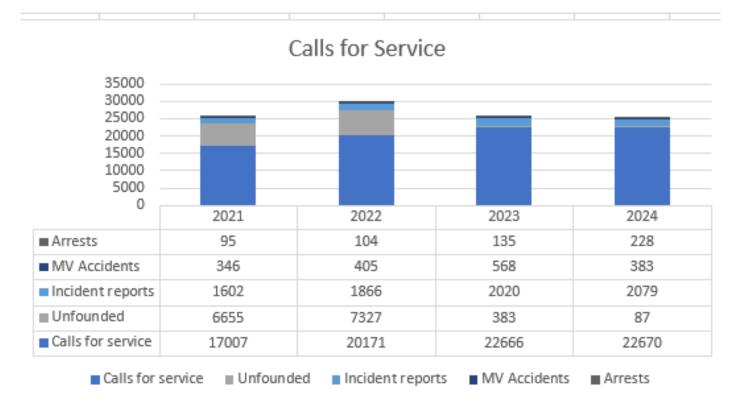


#### Calls by Type

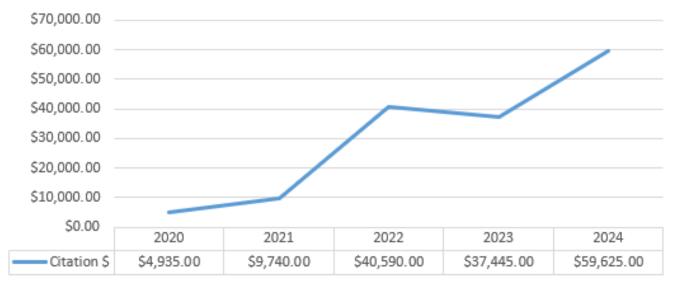


# Department at a Glance

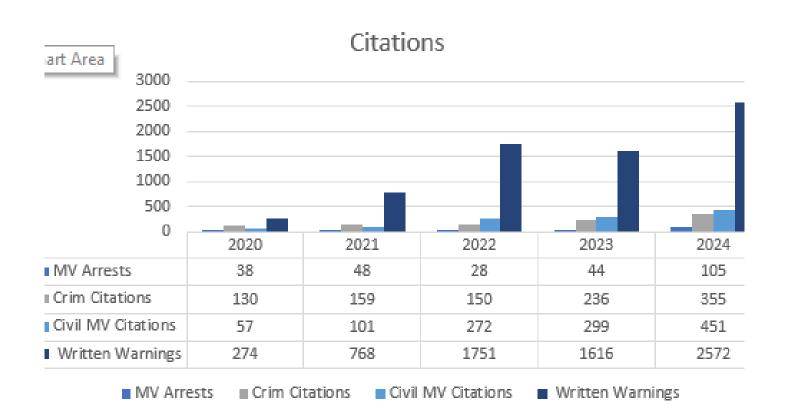




#### Citation \$



Citation \$



# 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.

	8
O C CE	THE POLICIES

QUICK FACTS	
TOTAL POPULATION	20,092
SWORN POLICE OFFICERS	36
	22.670
CALLS FOR SERVICE RECEIVED IN 2024	22,670
TOTAL ARRESTS MADE IN 2024	228
TOTAL CITIZEN COMPLAINTS RECEIVED IN 2024	3

## **HUDSON POLICE CITIZEN COMPLAINTS**

Three complaints were received of alleged misconduct by Hudson Police Officers during 2024. After a thorough investigation under the direction of the Chief of Police, the complaints were classified as unfounded and the officers were exonerated. 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: \$32,725.00

Commonwealth General Fund: \$24,462.50

Local Agency: \$8,262.50

# **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 12,000 Facebook followers, 5,700 followers on X, and 1,721 followers on Instagram. Give us a follow on FB at Hudson Massachusetts Police Department and HpdMurf, on Instragram @hudsonmassachusettspolice, or on X @HudsonMaPD.

You can also visit us on the web at hudsonmapolice.com

# **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 James Connolly	Detective / FBI Task Force
SRO Samantha Costa	School Resource Officer

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 Samantha Costa, Det. Christopher Vezeau, 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. This year we applied, executed and assisted with numerous search warrants and administrative subpoenas. We have also conducted numerous background investigations for employment with the Hudson Police Department. The bureau works closely with the District Attorney's Office, state, local and federal agencies to assist with investigating cases from start to finish.

The departments community comfort dog, Murf, who is assigned to Detective Crogan as his handler, has continued his training this year. Murf is a golden opportunities for independence dog (GOFI) and is heavily involved in the community and various community events. Murf is trained in friendly find search & rescue and has assisted with bringing comfort to those in need, and will continue to do so.

Our previous Jail Diversion Clinician, Taylor Hayden, continues to work with us in a supervisory role with Advocates. I am proud to announce that she was promoted in 2024, to her current role as Senior Clinical Supervisor. Our new Jail Diversion Clinician, Meagan McDonough, has embraced her new role and is a valuable asset to the department. Meagan comes to the department with a background in emergency crisis assessment, working with the Advocates Mobile Crisis Intervention Team. In Hudson, Meagan has been assisting with mental health calls and providing excellent information and resources to both the officers and the community. Meagan 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.



Det./Sqt. Robert B. Merrill, Jr.

The 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 departments staff to attempt to reach out and assist those who are affected by these incidents, providing assistance and resources.

The detective bureau assisted with the departments Citizen Academy in various capacities to include taking photographs and setting up a crime scene scenario, that the detectives may encounter, for the students to participate in. Detectives Crogan and Connolly were able to coordinate and run the Hudson Police Youth Academy, which was in its 19<sup>th</sup> year.

During the 2024 year the detective bureau has continued to investigate many crimes, including larceny of a motor vehicle, general larceny, identity theft, internet fraud, credit card fraud and scams targeting residents, especially the elderly. These crimes continue to be difficult to investigate. The detective bureau has had investigations this year working closely with state police, other local departments, the FBI and the District Attorney's Office, regarding many of these crimes.

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 / SRO Chad Crogan**

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. My famous K9 partner, Murf completed his final Public Access Test certifying him as a Community Resource Dog.

Murf often spends time with kids in all grade levels throughout all the schools in Hudson. 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 support. Murf makes frequent visits to the Senior Center, and the Hudson Artisan Memory care unit, where he gets lots of special attention and he brings happiness to everyone there. Murf is also deployed to other towns and school districts to help comfort and calm those who have experience traumas in their community.

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. Continuing Murfs friendly find search and rescue brings an important asset to our department if ever needed.

In my duties, I investigate juvenile matters for the town and I am a member of the ICAC task force, 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
Dangers of Vaping/Tobacco use

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 am the supervisor of the Crossing Guards and I make sure they are properly trained and present at designated crosswalks 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 18<sup>th</sup> year. In 2023 we had over 80, sixth, seventh and eighth grade Hudson residents participate in our Academy. We conducted two, one-week sessions where the students participate 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.

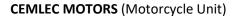
As an Officer and an educator, I realized that it is difficult for children and young adults to resist the often-subtle pressures that are exerted by peers who try to convince them to experiment with tobacco, alcohol, vaping and drugs or become involved in criminal activates. The objectives that I share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

# **HPD SPECIAL OPERATIONS**

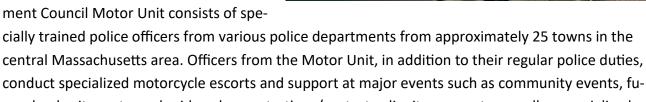
**CEMLEC S.W.A.T.** (Central Massachusetts Law Enforcement Council, Special Weapons and Tactics team)

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 (Asst. Team Leader, FBI task force member), Ofc. James Downing, Ofc. Andrew Garceau and Sgt. Sam Leandres (CEMLEC K9).

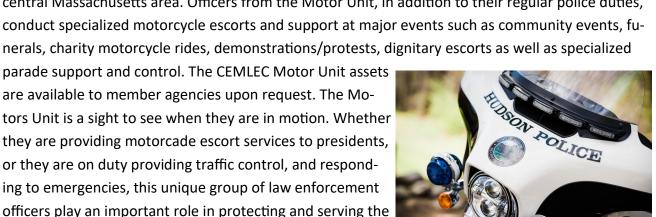


The Central Massachusetts Law Enforcement Council Motor Unit consists of spe-



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 J0CK0



K9 Jocko is a Belgian Malinois trained as a dual-purpose police canine that is handled by Sergeant Sam Leandres. Jocko has been named in remembrance of HPD Patrolman John "Jocko" Moore who sacrificed his life in the line of duty; EOW June 18, 1955. K9 Jocko and Sgt. Leandres graduated from the Boston Police K9 Academy in 2021 for both patrol functions and narcotic detection. Some of Jocko's skills include obedience, searching for violent and non-violent suspects, searching for missing people, evidence recovery, and narcotic detection. The revitalization of Hudson's K9 program was made possible by grant funding through the Stanton Foundation. K9 Jocko primarily serves the Town of Hudson but also serves a vital role in assisting surrounding towns, agencies as well as the CEMLEC SWAT Team.

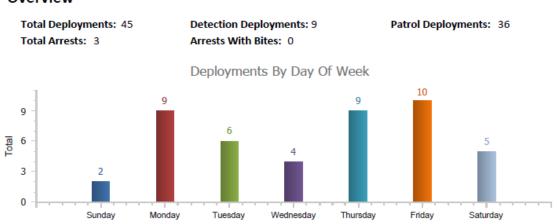


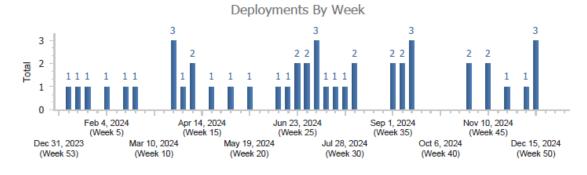


Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024



#### Overview





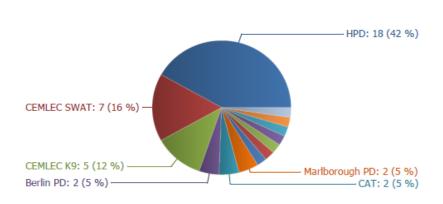




Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024



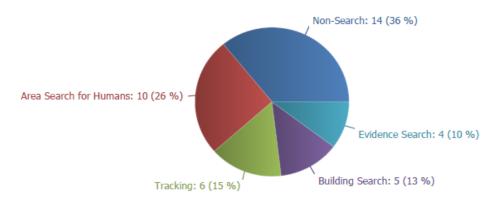
Top 25 Requesting Agencies



HPD: 18 (42 %)
CEMLEC SWAT: 7 (16 %)
CEMLEC K9: 5 (12 %)
Berlin PD: 2 (5 %)
CAT: 2 (5 %)
Marlborough PD: 2 (5 %)
HPS: 1 (2 %)
MPD: 1 (2 %)
CEMLEC: 1 (2 %)
Bolton FD: 1 (2 %)
Bolton: 1 (2 %)
Lancaster PD: 1 (2 %)

Groton PD: 1 (2 %)

#### **Patrol Types**





Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024



#### Outcomes For 17 People Found

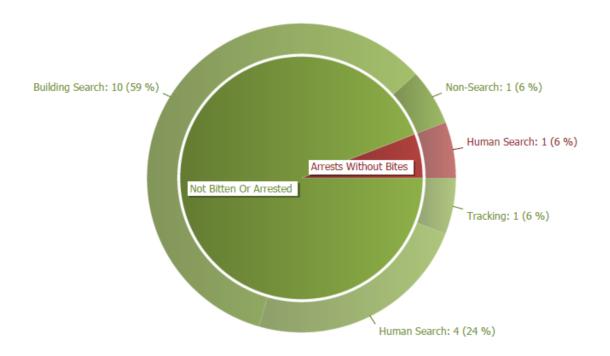
Arrests With Bites: 0 (0 %)

Arrests Without Bites: 1 (6 %)

Not Bitten Or Arrested: 16 (94 %)

Total Patrol Arrests: 1

Unintentional Bites: 0

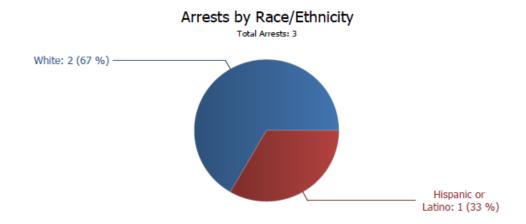


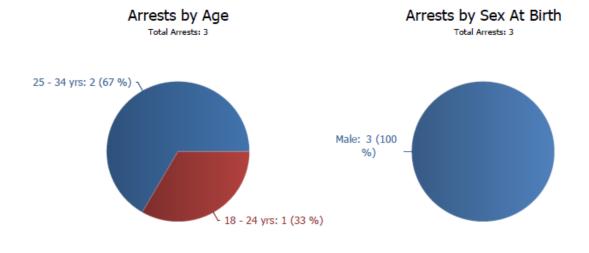
Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024



#### **Demographic Data: Arrests**

Demographic data recording began on Mar 19, 2024 and is mandatory for all patrol and detection arrests after this date.

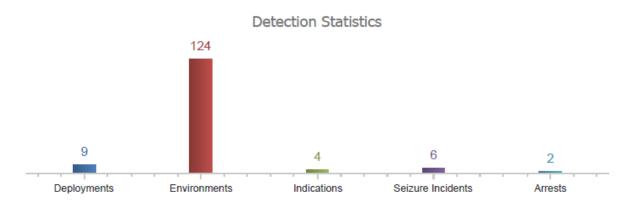




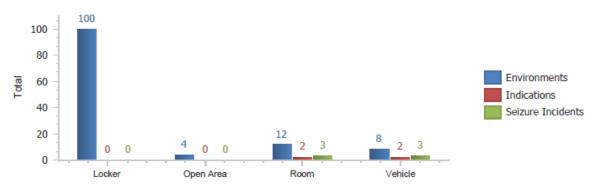


Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024





#### **Detection Environments**





Plastic: 2 (66%)

Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024

Metal: 1 (33%)



# Drug Paraphernalia Indications Paraphernalia Packaging Around Drug Paraphernalia Canvas: 3 (100%) Drug Indications Cocaine Fentanyl Packaging Around Drugs 1 seizure incidents (33%): 100 grams Packaging Around Drugs



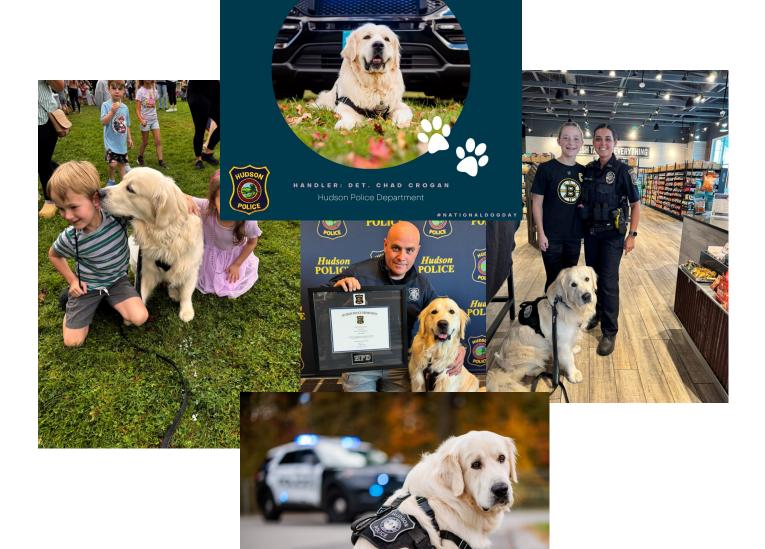
# COMMUNITY RESOURCE DOG



Murf is a highly trained and tested canine who provided a kinder, gentler way of community policing as well as a friendly find search and rescue. Murf continues to be a large part of the Hudson Community and always brings a smile to everyone

K-9 Murf





# **BICYCLE RESPONSE TEAM (BRT)**

Police on bikes is the latest addition to HPDs 21<sup>st</sup> 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 and James Connolly, Sgt. Shamus Veo, and Officers Wendy Laflamme, Michael Hurley, James Downing, Nicholas Girard, and Cameron O'Toole.



# **Drone Unit**

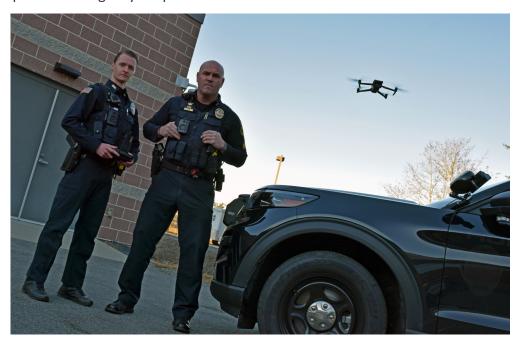
The Hudson Police Department added the drone unit (sUAS) to our list of specialized units in 2023, which continues to grow as the use of drones evolves within law enforcement. A small Unmanned Aircraft System (sUAS) utilizes Unmanned Aerial Vehicles (UAV) that weigh more than .55 pounds but less than 55 pounds and are operated within the Federal Aviation Administration (FAA) Title 14 of the Code of Federal Regulation (14 CFR) Part 107, FAA Certificate of Authorization(s) and applicable laws specifically governing the use of drones (sUAS).

The Hudson Police Department operates the DJI Mavic 3 Thermal drone (sUAS), utilizing FLIR technology cameras used for thermal imaging.

The Hudson Police Department drone unit is comprised of four officers and one unit supervisor who have completed and earned their FAA Part 107 Licenses. See link here

All deployments and requests for use of the department drone must specifically be authorized by the OIC (Officer In Charge) or drone unit commander. The Hudson Police has adopted the use of drones to provide an aerial visual perspective in responding to emergency situations and exigent circumstances, and for a number of scenarios including but not limited to;

- Search and Rescue efforts
- Locating Fleeing Suspects
- Large Event Security
- Crime Scene/Crash Scene documentation
- Requested Photography
- · Aerial Mapping, 3D Model Creation and Surveying
- Tactical Overview/Search Assistance for CEMLEC SWAT
- Assist Hudson Fire Department with active fire suppression efforts through thermal imaging using aerial vantage points
- Community Engagement Activities
- Other Requested Emergency Responses





Chief Babu.

Just a few short years ago, CEMLEC Drone was just a handful of officers from 6 police departments trying to create a way to introduce this unique technology into public safety here in Central Massachusetts. As we concluded 2024, it was obvious that over time the commitment to training for this team had certainly paid off as we experienced tremendous success and growth.

In 2024 our call volume increased to 127 calls, a sharp increase from 77 calls in 2023 and around 55 in 2022. This number does not include the calls where our operators deploy in their own communities. What also increased sharply was the successful deployments for our teams as this technology helped locate several missing persons, both elderly and those in mental distress. This technology also successfully led to the apprehension of several suspects who had fled from officers including from armed robberies, stolen cars, and B&E's. What we also discovered was the value of partnering with our K9 teams as they helped guide the drone from the ground while we could later guide them to the suspect to be placed under arrest.

In 2024 we saw our biggest expansion of departments joining CEMLEC Drone as we are now 28 departments strong with over 50 officers. Almost all of these officers have demonstrated their commitment to this specialty as they have invested the time to study and become professionally licensed through the Federal Aviation Administration (FAA).

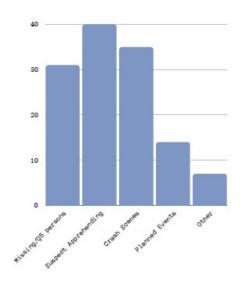
In 2024 we also saw a partnership with several fire departments as we look to partner with them on complex search and rescue incidents in the near future.

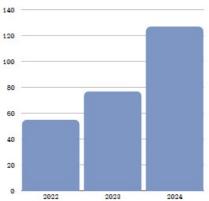
In 2025 we have already seen another successful deployment and further interest from new departments looking to join CEMLEC Drone. I thank you for your leadership and I look forward to working alongside this great group again this year.

Respectfully Submitted, Matthew J. Laskes Auburn Police Department Senior Team Leader-CEMLEC Drone

PAGE 1

# 127 DEPLOYMENTS IN 2024





TOTAL CALLS IN THE PAST 3 YEARS

#### 2024 NOTABLE DEPLOYMENTS





- January- Hudson Drone locating two juveniles nearly a half mile into the woods.
- January- Charlton Drone locating suspicious person on foot.
- March- Westborough drone locating armed robbery suspect in the woods in Northborough.
- March- Hudson Drone locates domestic suspect after 3 hours in Shrewsbury.
- April- Upton Drone locating a Q5 person in the woods in Hopedale.
- July- Auburn & WSCO Drone locating suspect in the Auburn fireworks crowd.
- July- Sutton Drone locating B&E suspect in the woods after 3 minutes in the air in Grafton.
- November- Southbridge Drone used to find the campsite of a missing person.
- November- Upton Drone locates Q5 person in the woods.
- December- Charlton Drone locates missing elderly female in the woods.
- December- Leicester Drone locates stolen car suspect in the woods in Millbury.





## PARTNERING WITH CEMLEC K9

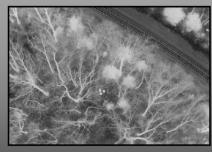


Photo: Thermal image showing officers with a missing person in the woods. The drone was used to help guide officers out of the woods and back to the scene after Auburn K9 located the male.

The drone has the ability to assist in many areas of law enforcement, including with K9. Equipped with both high definition cameras and thermal imaging, the drone can be used to locate hazards and other environmental factors ahead and around the K9 team. It is also used to guide officers out of the woods after deployments.



Photo: A suspect is escorted after being located by Charlton K9. Deep in the woods, the drone was used to help guide K9 out and to the nearest street to be met by perimeter officers.

#### PAN-MASS CHALLENGE

Assigned to the operations post, the drone was responsible for aerial coverage for the 2024 Pan-Mass Challenge. The drone is used to feed a live view into the operations center where traffic and personnel adjustments are made in real time as over 6,800 cyclists proceed through this busy area of Sturbridge.





#### COMMUNITY ENGAGED



Photos: WCSO Drone at a event in Shrewsbury and Auburn Drone at an elementary school in Auburn.

Community events continue to be the backbone for spreading our "drones for good" message. Teams regularly attend community events, including at schools, Touch-A-Truck events, and National Night Outs. This provides a unique way to engage kids but also educate adults about the positive ways drones are assisting public safety departments in their community.

#### PARTNERING WITH CEMLEC RECON

The drone is regularly deployed at serious MVA's to provide crash investigators, along with the District Attorney's Office, with an aerial view of the scene. The drone provides a point of view of important contributing factors and evidence that may not be seen from the ground. In the past, the drone has also been used to document outside crimes scenes, including homicides.





Photos: The Berlin Drone Unit on a serious MVA in Shrewsbury and a two car serious MVA in Brookfield.

#### TRAINING





Photos: CEMLEC Drone at the LEDA Conference in May and K9 and drone operators reviewing live aerial images during training in Orange, Ma.

Page 3

In 2024 we continued to hold monthly training where we generally discuss recent calls and key takeaways, CEMLEC updates, drone industry updates, laws, policies and procedures, and topic discussions such as search and rescue best practices. In May, 19 CEMLEC operators attended the 4-day Law Enforcement Drone Association (LEDA) Northeast training conference with 300 operators from around the country, Canada, and South Africa. In October, 17 CEMLEC operators joined 24 K9 teams in Orange, Ma for a full day of joint training at the Northeast Houndsmen Seminar.



Photo: Auburn and Worcester training together at the Northeast Houndsmen Seminar in Orange, Ma.



Photo: In August, CEMLEC training with GenPac Drones on the DJI platform at the Hudson Police Department.



Photo: Milford, Auburn and Sutton at the Milford Fireworks. The drone located a Q5 person in the crowd and assisted with traffic.

#### 3 DAY PREP CLASS



Photo: Prep class hosted at Shrewsbury PD.

In February, and again in October, CEMLEC hosted a 3 day class to prepare future operators to take the Part 107 FAA Exam. Topics include: How Drones Are Used In Public Safety, How To Start A Program, Liability and Overcoming Challenges, and topics related to the exam. The class was made up of both police officers and firefighters, and from communities as far away as Brookline attended. In all 76 people completed the course hosted by operators from Auburn, WCSO, Milford, and Hudson.



Photo: Prep class hosted at MASS DOC Headquarters in Milford.

# NOTABLE RECOGNITION

We work as a team, and several officers played important roles this year and showed dedication. Officer Lemieux of Sutton PD, and Officer Rahn of Hudson PD, took it a step further in their first full year showing remarkable commitment. They were officially recognized with the 2024 TEAM Award.

For 2025, Jonathan Lavigne of the Milford Police Special Operations Unit will now serve as Assistant Team Leader. He is a veteran drone operator and he has been a valuable resource for many on the team.



Hudson Massachusetts Police Departm



# CENTRAL MASSACUSETTS LAW ENFORCEMENT COUNCIL DRONE UNIT

Chief James Babu, Harvard Police Unit Control Chief Matthew J. Laskes, Auburn Police Senior Team Leader Nicholas Aromando, Worcester County Sheriff's Office Team Leader Jonathan Lavigne, Milford Police Assistant Team Leader

# **NEW IN 2024**

# Multi agency training

This year, we conducted Active Shooter Training in conjunction with Marlborough PD, Marlborough Fire, Hudson Fire and Patriot EMS, at a building off Williams Street in Marlborough. The training involved many first responders, medical, fire, and police vehicles. This critical training allows first responders to gain valuable knowledge and skills that will help keep our communities safe. Working collaboratively with our partners is important to enhance our communication and application to highly stressing scenarios.





#### **ACCREDITATION**



In an effort to provide the Hudson Community with bestpractice law enforcement services, the Hudson Police Department began the long and arduous accreditation process in 2021. Due to our strong commitment to the community we made this a full-time endeavor and became accredited in October of 2023. For information on the Massachusetts Police Accreditation commission click here https://masspoliceaccred.net/

# **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."







#### **HUDSON POLICE DEPARTMENT**



# 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 firstresponders 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, levelheaded, 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 (I to r) Dispatchers Jody Blanchard, Peter Ryan, Joseph Fournier, Simon Fonseca, Priyanshi Patel, Brendan Judge, and Joseph Oriente.



#### **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.

Meagan McDonough has a Masters of Science degree in Clinical Mental Health Counseling graduating from Merrimack College in 2022. Meagan Graduated from Merrimack College in 2018 with bachelors of psychology.

Meagan joined our team here at HPD in 2024 and is already an invaluable asset to HPD and the community. 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 Meagan to calls for service involving individuals in crisis. In 2024, 305 individuals were referred to Meagan by our officers. Twenty-eight (28) individuals in 2024 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 2024, 43 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 \$94,084 (\$2,188 per ED diversion). Combined, estimated cost savings due to arrest and emergency department diversion activity equals \$294,816!

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

Tarantino, A. (2024) and the Advocates Hudson-Sudbury 2024 Annual Report.

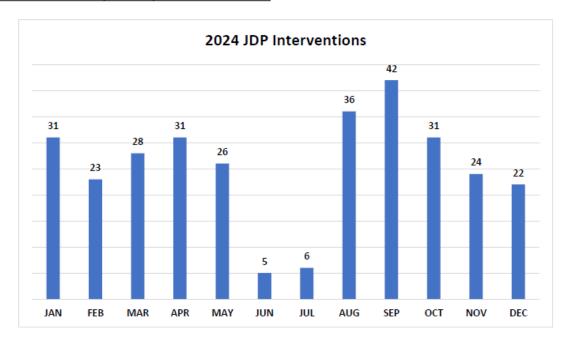
## Hudson-Sudbury Co-Response Jail Diversion Program 2024 Annual Report

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 Mobile Crisis Intervention (MCI) 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 the clinician to calls for service involving individuals in crisis. Chart 1 represents the **305** individuals referred to the Hudson-Sudbury Co-Response Jail Diversion Program clinician by Hudson and Sudbury police officers in 2024.

Chart 1: Hudson-Sudbury Co-Response Interventions



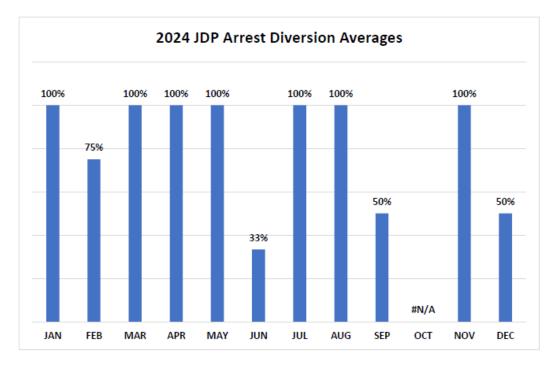
Advocates Co-Response Jail Diversion Program | 85 Swanson Road Suite 140 | Boxborough, MA 01719

### Co-Response Jail Diversion Program

#### **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 2024, a total of **28** 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 **83%.** 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 \$200,732\* to the criminal justice system (\$7,169 per arrest event).

#### **Diversions from the Emergency Department**

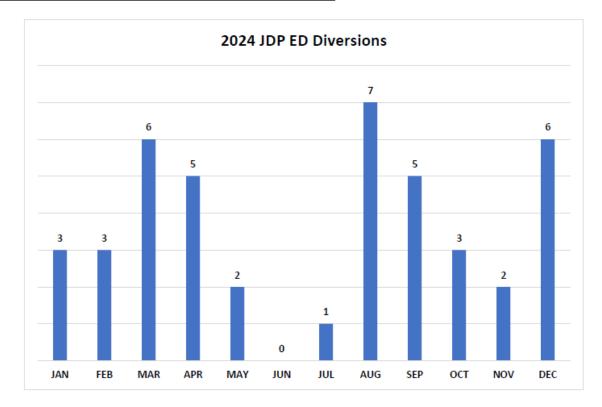
A secondary goal of the Hudson-Sudbury Co-Response Jail Diversion Program is to decrease the frequency of individuals with behavioral health conditions being referred to the hospital emergency department (ED) for psychiatric assessment by Hudson and Sudbury police officers. In 2024, **43** individuals 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.

Advocates Co-Response Jail Diversion Program | 85 Swanson Road Suite 140 | Boxborough, MA 01719



## Co-Response Jail Diversion Program

### 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* healthcare cost savings of \$94,084\* (\$2,188 per ED diversion).

Combined, estimated cost savings due to arrest and emergency department diversion activity equals \$294,816\*.

Thank you for another year of partnership!

Report Respectfully Submitted By: Adriana Davis-Tarantino Director of Operations Community Justice Services atarantino@advocates.org

From Massachusetts Department of Mental Health Jail and Arrest Diversion Grant Program FY 2023 Annual Report:

Estimated Public Safety Costs per Arrest

On average, the cost of police and court activity incurred is calculated at a rate of \$7,169

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<sup>\*</sup>Cost-saving formulas represented in this report are cited based on the Massachusetts Department of Mental Health Jail and Arrest Diversion Grant Program FY 2023 Annual Report. The report is available here: <a href="https://www.mass.gov/doc/fy-2023-jdp-annual-report/download">https://www.mass.gov/doc/fy-2023-jdp-annual-report/download</a>

# **Employee Awards Ceremony**

This afternoon HPD recognized employees for exemplary performance during calendar year 2023. 2023 award recipients were as follows:

Certificates of Commendation:

- Lt. Tom Crippen Work performed as HPD Accreditation Manager (HPD was officially accredited by MPAC in October 2023)
- Sgt. Sam Leandres Actions performed during overdose medical response
- Ofc. Heather Manning Actions performed during overdose medical response
- Ofc. Kayleigh Myerson Actions performed during overdose medical response
- Ofc. Josh Rahn Actions performed during overdose medical response
- Ofc. Heather Manning Actions performed in apprehending subject armed with a firearm during domestic dispute Meritorious Service: (Plaque, medal, and uniform pin)
- Det. James Connolly and Ofc. James Downing for CEMLEC Regional SWAT Team activation for a barricaded subject shooting at them during a standoff in another community Letter of Commendation:
- Det. James Connolly Performance as a Task Force Officer with the FBI's OCDETF Strike Force
- Ofc. Joe Espie Actions performed during overdose medical response
- Ofc. Craig Perry Actions performed in response to residential house fire Chief of Police Citation:
- Det. Chad Crogan Performance in community engagement efforts with Community Resource Dog K9 Murf "These award ceremonies are a great way to recognize those employees for exemplary performance and I commend

those honored this afternoon. As we close out the year, I also want to commend all HPD staff for their contributions throughout the year. I am proud of the work they all do day in and day out. Their commitment to service, their positive interactions with community members, their enforcement efforts, their community engagement, all highlight the exceptional work they do throughout the year and I thank each of them for their efforts. I'm grateful for the sacrifices they make every day to protect our community."





Congratulations to Det. Chad Crogan on his "Exceptional Service Award" by the Mass. Juvenile Police Officers Association!

Det. Crogan, or Officer Chad as the students call him, wears many hats here at HPD. He is assigned to the Detective Bureau, as a School Resource Officer for the elementary and middles schools, and investigates Cyber Crimes.

Det. Crogan is also assigned our Community Resource Dog Murf. He and Murf are local celebrities in town (well.... maybe Murf gets a little more attention), spending a lot of time with the youth in the community. But Murf isn't just a whole lot of cute, he is highly trained. Both he and Det. Crogan spend many hours in training in friendly find search and rescue where they have attained several certifications. It ain't easy being cute!

Det. Crogan and Murf have had some heartwarming and pretty incredible moments assisting students in crisis. Murf too has become such a valued member of our department and community.



Ofc. Espie is a 10-year veteran of the Hudson Police Department. He has also served his country in the armed forces, and he is a dedicated and devoted married father of two young boys, actively involved in their activities.

Ofc. Espie is assigned as the departments traffic services officer (TSO). Traffic safety and traffic enforcement is one of the most essential service functions of police departments. As the TSO, he responds to motor vehicle accidents, assists with disabled vehicles, addresses unsafe driving behavior and roadways and issues traffic citations when appropriate on a daily basis. By doing so, the department remains committed to promoting the safe, efficient, and orderly movement of motor vehicles and people over the roads and highways in our community.

His objective as the TSO is not only accomplished through traffic enforcement, but by proactively seeking safety measures to protect the motoring public. When considering officers to be assigned as traffic officers, it is not based solely upon the number of traffic citations issued. It was the quality of the citations (i.e. accidents and injury-causing types of violations), quality of citizen contacts, and other elements that were considered in an overall evaluation.

In calendar year 2023 Ofc. Espie issued nearly 700 motor vehicle citations. But more importantly is Ofc. Espie's approach as the TSO. He truly recognizes and values his role as an educator in traffic safety. He takes each motor vehicle stop, and each encounter he has with a citizen, as an opportunity to engage with them and make it a learning experience so the operator really has a better understanding of the importance of adhering to motor vehicle laws to promote traffic safety.





Josh Rahn was recently honored by the CEMLEC Drone Unit for his outstanding contributions and dedicated service in 2024. His commitment and expertise have played a significant role in the unit's success, and this recognition is a testament to his hard work and impact within the team.





On December 7th, 2023 Waltham Police Officer Paul Tracey was killed in the line of duty when he was struck during a hit and run crash. Waltham Chief Dispatcher Ryan reached out requesting TERT services so that the majority of their dispatchers could attend the wake and funeral services. On December 14th the TERT team reported from 10:00am until 23:00. The exceptional team of 911 dispatchers responded with unwavering dedication and professionalism during a critical time of need. This team exemplifies the epitome of resilience, adaptability, and compassion in the face of adversity. Their remarkable actions not only upheld the highest standards of emergency response but also demonstrated extraordinary solidarity and support for their fellow dispatchers.

Throughout this entire ordeal, this exceptional team of dispatchers exhibited remarkable grace under pressure, embodying the true spirit of professionalism and camaraderie. Their unwavering commitment to duty, coupled with their profound empathy and resilience, serves as a shining example of the invaluable role that dispatchers play in ensuring public safety and supporting their fellow first responders. These dispatchers stepped up without hesitation, traveling from all corners of the state to ensure that the assignment was covered, transcending team boundaries and working together seamlessly to fulfill their shared commitment to public safety. This team embodies the reasons TERT was created. Disp. Blanchard, a member of TERT, was part of this team of 911 dispatchers to be awarded Team of the Year.



Presented to

The Massachusetts TERT

Waltham Deployment

Massachusetts

Telecommunicator

Awards

Team of the Year

Jody Blanchard

### CITIZENS POLICE ACADEMY

In 2024, The Hudson Police Department implemented its Third annual Citizens' Police Academy. The academy was offered to residents and those employed in the Town of Hudson.

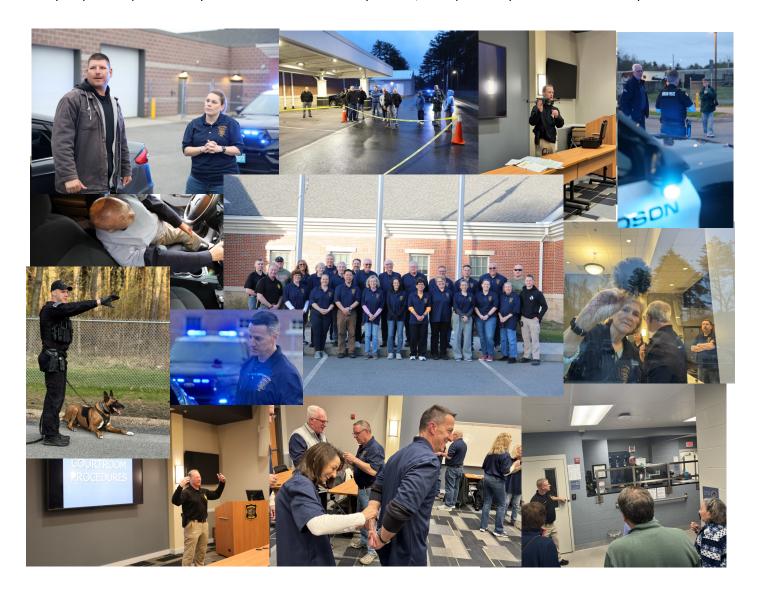
Each week offered something different for the attendees. They got to see some of the inner workings of our dispatch center and our records department, our detention facility and the process of booking an arrestee. They heard from our mental health clinician and all of the very important work that she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

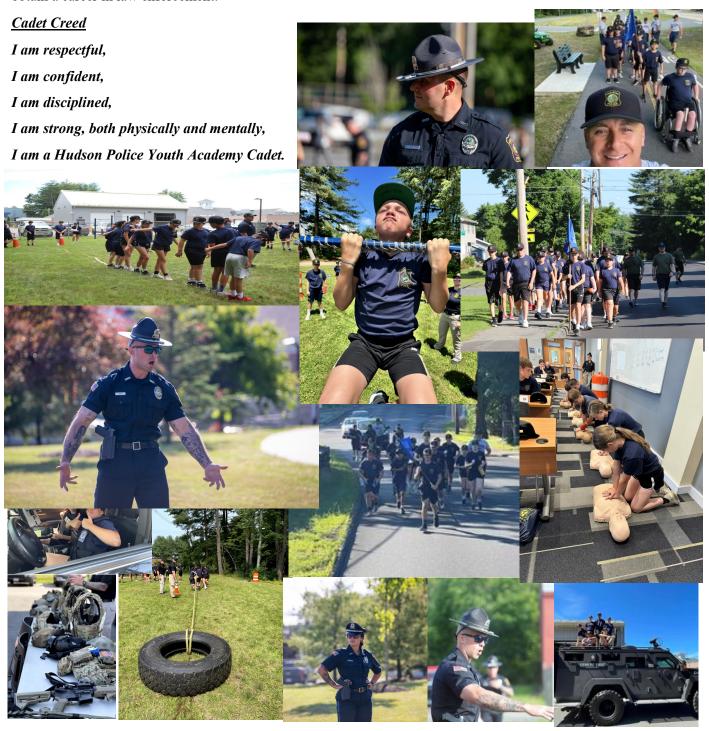
They saw how we strive to stay engaged in the community, part of which is through our Community Action Team and our social media formats, some of the most important work we do. They learned how we will continue to work hard to keep professionalizing what we do through accreditation and policy revision.

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.



## **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 19 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.



## **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, MAN-NING STREET
- REAR EXIT OF QUINN, STRATTON ROAD
- TOWER STREET AT COX STREET
- FRONT OF MULREADY SCHOOL, COX STREET
- FOREST AVE AT RICHARDSON



## **ANIMAL CONTROL**

Submitted by: Jennifer Condon Animal Control Inspector/Officer

#### TOWN OF HUDSON ANIMAL CONTROL ANNUAL SUMMARY REPORT JANUARY 1, 2024 -DECEMBER 31, 2024 ANNUAL

MONTH	TOTAL#	COMPLAINT CALLS	LOST DOG	LOST CAT	OTHER CAT RELATED	WILDLIFE	MISC CALLS	PICKUPS	HUMAN/ ANIMAL- ANIMAL BITE	QUARANTINE ORDERS ISSUED/ RELEASED	#SUBMITTA L TO STATE LAB	BARNS KENNELS INSPECTED 2024(other)	DECEASED ANIMALS
JANUARY	35	7	1	1	1	2	4	1	2	2		6 Kennels	8
FEBRUARY	34	4	1	1		5	10		1	1		5 Kennels	6
MARCH	32	2	4		1	7	9		1	1		1 Kennel	6
APRIL	69	5		2	7	13	30	1					11
MAY	55	1	1	4	3	18	13	1	3	3			8
JUNE	32	2	3		1	6	5	1	1	3			10
JULY	47	5	5		2	16	8	1					10
AUGUST	448	4	1	3	1	14	12		4	4		398 Calls	7
SEPTEMBER	117	7		1	4	10	11		3	4		73 Tickets	4
OCTOBER	36	7	2	4	1	4	5		1	2			10
NOVEMBER	32	5	2	1	3	10	6		1	2			2
DECEMBER	55		4		1	1	10	2	1	2		32 Barns	2
TOTAL 2024	992	49	24	17	25	106	123	7	18	24		515	84
NOTES:													
73 Tickets Issue	ed for Nonre	enewal of dog lie	censing.										
32 Barn repo	orts submit	ted to Dept. o	f Animal Health	01/01/202	4								
			mation on Barn			al.							
398 Calls made to dog owners with no 2024 Dog Licenses.													

Town of Hudson Animal Control Summary Report December 2024

55
4
1
1
10
2
1
1
1
2
32

