

Hudson Police Department

2025

Annual Report

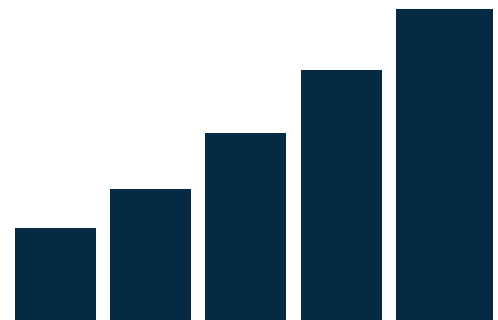


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Message from Chief Richard P. DiPersio

It is my honor to present the Hudson Police Department's 2025 Annual Report.

On behalf of the men and women of this department, I extend my sincere appreciation to the Hudson community for your continued trust, support, and partnership. Effective policing is built on legitimacy, and legitimacy is grounded in the confidence of those we serve. We recognize that this trust must be earned every day through our actions, our transparency, and our commitment to professional excellence. Our approach to public safety is rooted in collaboration. We view our role not only as enforcers of the law, but as active partners in the well-being of this community. Through intentional engagement, outreach, and open communication, we continue to strengthen relationships across Hudson. These relationships are not ancillary to our mission—they are central to it. Strong community connections enhance our ability to prevent crime, respond effectively, and ensure that Hudson remains a safe and welcoming place for all.

I want to recognize the exceptional commitment demonstrated by every member of your police department. Day in and day out, our officers and professional staff carry out their duties with integrity, professionalism, and a deep sense of purpose. They are entrusted with significant responsibility, and they meet that responsibility with dedication and care for the people they serve. Their work reflects not only a commitment to public safety, but a genuine investment in the quality of life within our community. As Chief, I am equally committed to those who serve. My responsibility is to ensure that our personnel are supported, well-trained, and equipped to meet the evolving demands of modern policing. By investing in our people, we strengthen our organization and, in turn, enhance the service we provide to the community.

Throughout 2025, the Hudson Police Department remained focused on strategic goals centered on professionalism, accountability, and service delivery. A significant focus of the year was our continued commitment to meeting and maintaining accreditation standards through the Massachusetts Police Accreditation Commission (MPAC). This work reflects a department-wide commitment to best practices, consistent policy development, documented training, and continuous improvement.

In May of 2026, the Hudson Police Department will appear before MPAC seeking our first re-accreditation, a historic milestone for this organization. This achievement is the direct result of the sustained effort, attention to detail, and professionalism demonstrated by our members at every level. Our measurable goals supporting this effort include full compliance with all applicable MPAC standards, expanded in-service and specialized training, enhanced documentation and supervisory review, and increased use of data to guide operational and staffing decisions.



Message from Chief Richard P. DiPersio

As Hudson continues to grow, so do the expectations placed on the department. We are actively planning for responsible staffing growth, supported by a comprehensive staffing study, to ensure we maintain appropriate response times, officer safety, and service levels. Looking ahead to 2026, our goals include strengthening recruitment and retention efforts, enhancing training and mentorship, and aligning resources to meet the evolving needs of the community.

As we move into 2026, I am optimistic about the opportunities before us. We look forward to strengthening partnerships and developing new collaborations with residents, community organizations, and municipal partners. Through transparency, accountability, and shared responsibility, we will continue to build trust and ensure the Hudson Police Department remains a professional, accredited, and community-focused organization.

This report highlights the critical work performed by the various units within the Hudson Police Department. It reflects a comprehensive effort to address complex public safety challenges, improve operational effectiveness, and maintain a high standard of service delivery.

While we are proud of the progress we have made, we remain focused on continuous improvement. Public safety is dynamic, and our strategies must evolve alongside the needs and expectations of the community. We remain committed to listening, adapting, and working collaboratively to ensure that our approach reflects the values of those we serve.

Your voice matters. Your partnership matters. Together, we will continue to build upon our shared commitment to safety, trust, and community—ensuring that Hudson remains not only a safe place to live and work, but a community where people feel connected, supported, and proud to call home.

Thank you to the members of the Hudson Police Department, our families, and the community we proudly serve for your continued support and dedication.

Respectfully,

Chief Richard P. DiPersio



Command Staff



RICHARD P. DIPERSIO
CHIEF OF POLICE



CHAD E. PERRY
CAPTAIN



LT. THOMAS CRIPPEN
SUPPORT SERVICES DIVISION COMMANDER

Command Staff



LT. MICHAEL S. VROOM
OPERATIONS DIVISION COMMANDER



LT. ROGER DOWNING
COMMUNITY SERVICES DIVISION COMMANDER

Department Roster 2025



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, 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-9

PATROL K9 JOCKO, COMMUNITY RESOURCE DOG MURF

COMMUNICATIONS SPECIALISTS

THERESA OSBORNE (DISP. SUPERVISOR/RECORDS CLERK), PETER RYAN, JOSEPH FOURNIER, SIMON FONSECA, JOSEPH ORIENTE

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

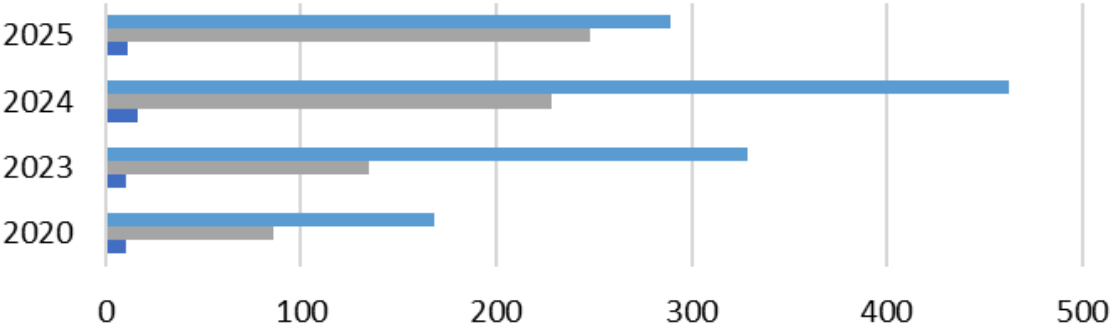
THOMAS W. BOUDREAU, ALFRED BARESE, CHRISTOPHER SHEA

ANIMAL CONTROL

JENNIFER CONDON

HPD by the numbers calls for service

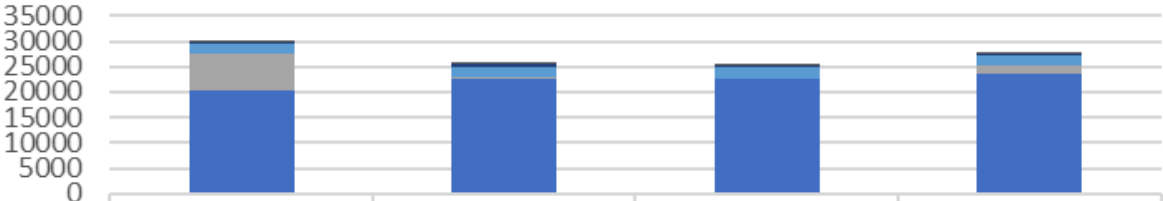
Arrests



	2020	2023	2024	2025
■ Summons	168	329	463	289
■ Arrests	86	135	228	248
■ Protective Custody	10	10	16	11

■ Summons ■ Arrests ■ Protective Custody

Calls for Service

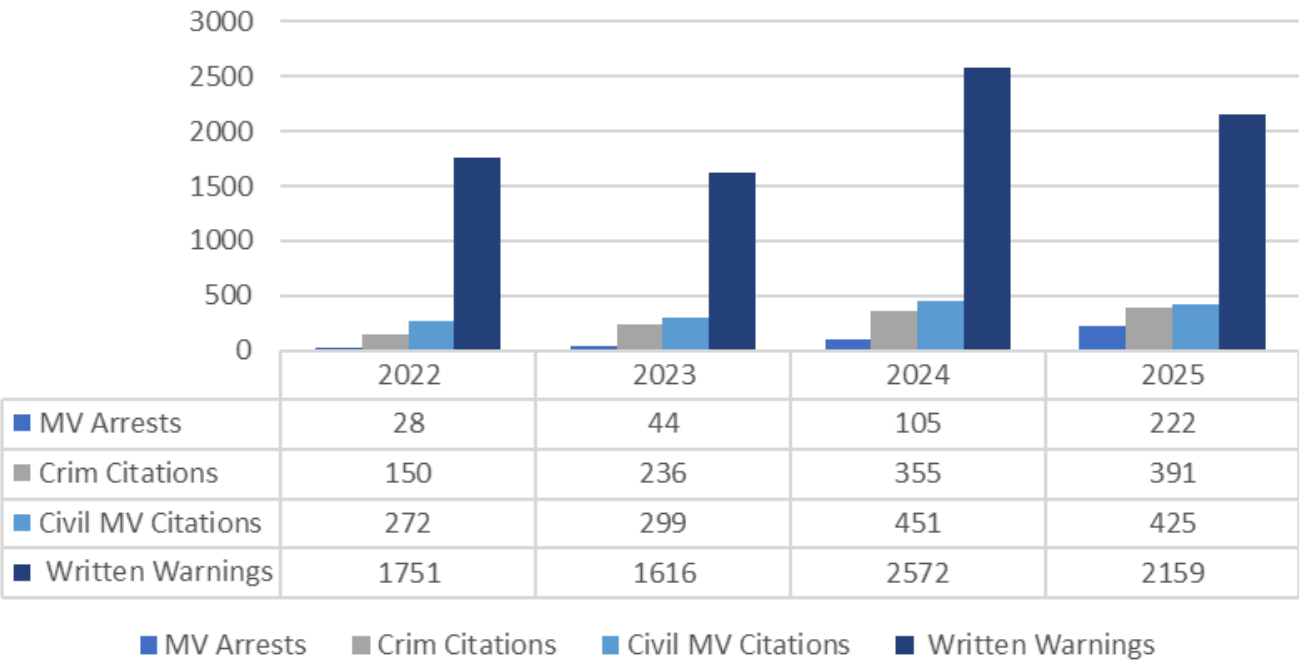


	2022	2023	2024	2025
■ Arrests	104	135	228	248
■ MV Accidents	405	568	383	376
■ Incident reports	1866	2020	2079	1795
■ Unfounded	7327	383	87	1781
■ Calls for service	20171	22666	22670	23589

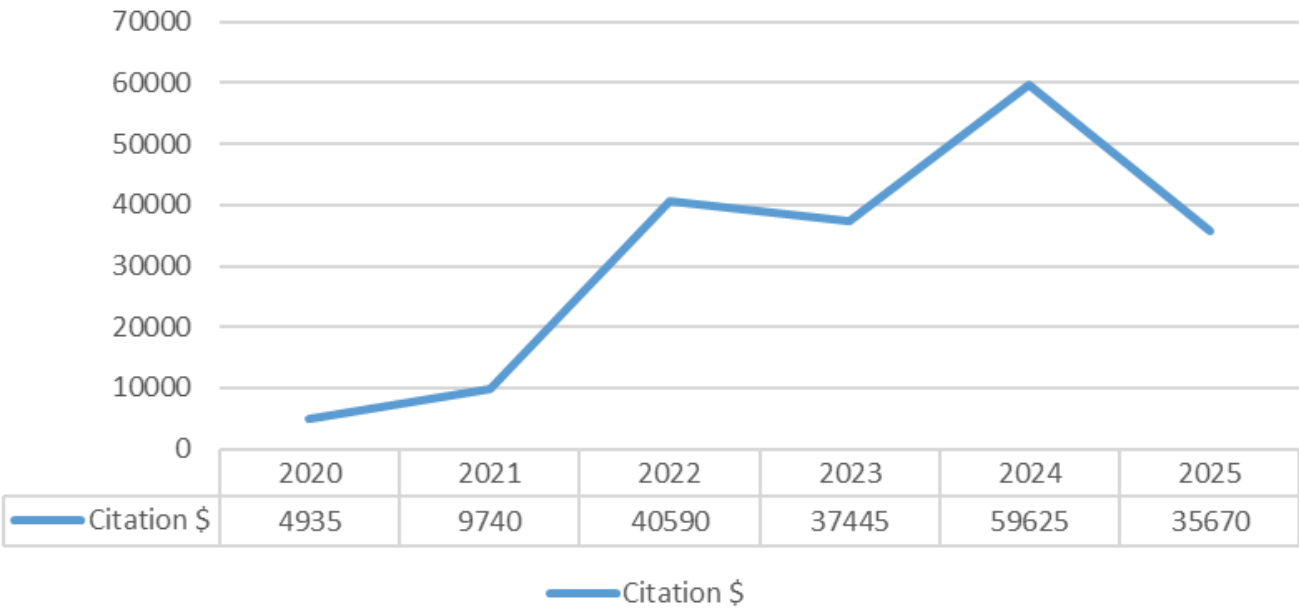
■ Calls for service ■ Unfounded ■ Incident reports ■ MV Accidents ■ Arrests ■

HPD by the numbers calls for service

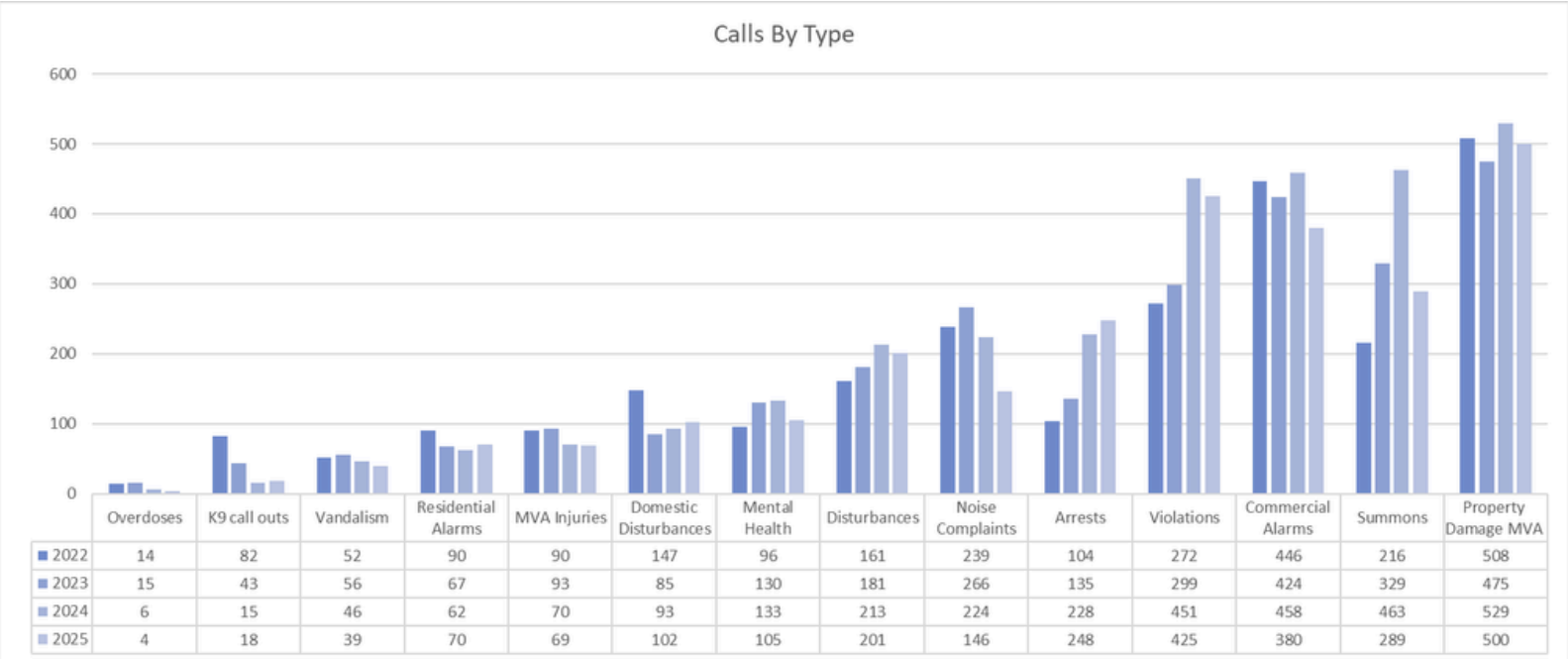
Citations



Citation \$



HPD by the numbers calls for service





Permit Revenue

PERMIT REVENUE RECEIVED

LTC & FID Permits

Total Fees Collected: \$22,500.00

Commonwealth General Fund: \$16,850.00

Local Agency: \$5650.00

Social Media



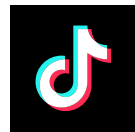
In an effort to enhance transparency, community engagement, and communication with the community, we continue to expand the use of social media as an additional tool to communicate with citizens. We actively engage in the use of Facebook and are beginning to upgrade and enhance our department webpage to a format that is more user friendly, will allow us to provide more information to residents, and offer a better, more interactive page. Our Facebook page continues to strengthen our communication with the community. We currently have 14,000 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 Instagram @hudsonmassachusettspolice, or on X @HudsonMaPD. You can also visit us on the web at hudsonmapolice.com



HPDMURF



HPDMURF



HPD.MURF



HUDSONPOLICEK9

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.



Detective Division



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 and Det. Heather Manning.



Detective Division



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. The bureau works closely with the Middlesex District Attorney's Office, state, local and federal agencies to assist with investigating cases from start to finish.

The departments community resource 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 and rescue and has assisted with bringing comfort to those in need and will continue to do so.

In October 2025, Officer Heather Manning was selected for assignment to the Detective Bureau, marking a significant milestone for the department as she became the first female officer in our history to serve in this role. Detective Manning consistently demonstrates professionalism, dedication, and a strong commitment to both the department and the community. Her experience, work ethic, and integrity make her exceptionally well-suited for this assignment, and she is expected to be an asset to the Detective Bureau moving forward.

Our previous Jail Diversion Clinician, Taylor Hayden, continues to work with us in a supervisory role with Advocates as Senior Clinical Supervisor. Our current Jail Diversion Clinician, Meagan McDonough, has embraced her role and is an asset to the department. Meagan has a background in emergency crisis assessment and 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.

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 with other departments staff to attempt to reach out and assist those who are affected by these incidents, providing valuable resources.

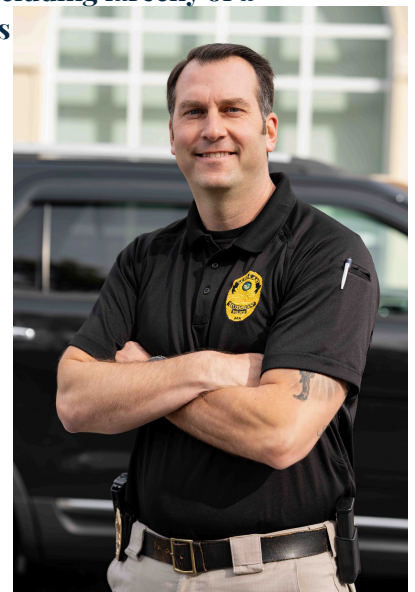
The detective bureau assisted with the department's Citizen Academy in various capacities to include taking photographs and setting up mock crime scene scenarios for the students to participate in. Detective Crogan was able to successfully coordinate and run the Hudson Police Youth Academy, which was in its 20th year.

During the year 2025 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 other municipal police departments, the state police, the FBI and the Middlesex District Attorney's Office, regarding many of these crimes.

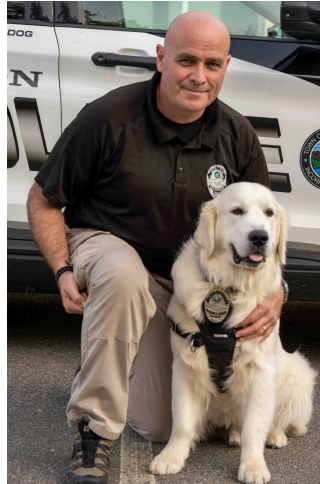
In closing, I would like to thank Detectives Crogan, Vezeau, Connolly and Manning of the detective bureau for their hard work, dedication and thoroughness, which does not go unnoticed. Thanks to Chief DiPersio for his leadership and support. We appreciate the support from the community and look forward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

Respectfully Submitted,
Robert B. Merrill, Jr.
Detective Sergeant

Hudson Police Department 2025 Annual Report



Detective / SRO



As the Juvenile Detective for the Town of Hudson, my primary mission remains the cultivation of resilient, positive relationships with our youth. This proactive approach to law enforcement is best exemplified by the work of my K9 partner, Murf. Beyond serving as a companion, Murf is a bridge to the community; he acts as a "guest reader" in our schools to help students build literacy confidence and provides critical one-on-one emotional support to both students and faculty. His reach extends to our senior population as well, with regular visits to the Senior Center and the Hudson Artisan Memory Care unit. To ensure our department remains prepared for emergencies, Murf also undergoes weekly "friendly find" search and rescue training and is frequently deployed to neighboring communities to offer trauma-informed comfort during times of crisis.

My investigative responsibilities balance local oversight with the high-stakes world of digital safety. In addition to managing juvenile-related cases within Hudson, I serve on the Internet Crimes Against Children (ICAC) task force, where I investigate computer-related crimes involving the exploitation of minors.

This role requires a comprehensive approach to community safety, which includes supervising the town's Crossing Guards to ensure safe transit for families and managing monthly Juvenile Lockup data to monitor arrest trends and facility placements. By maintaining daily contact with school leadership, I am able to address potential safety issues proactively, from auditing bus routes to identifying emerging behavioral trends.

School safety is further reinforced through rigorous training and preventative education. I lead the implementation of the A.L.I.C.E. program, conducting emergency drills with staff and involving middle and high school students to ensure a unified response to potential threats. Throughout the year, I deliver a diverse safety curriculum that addresses modern challenges, including anti-bullying campaigns, the NetSmartz Internet Safety program, and education on the dangers of vaping and substance abuse. These classroom engagements are paired with practical safety initiatives, such as bicycle and bus safety programs and the enforcement of helmet laws, ensuring that safety is a constant conversation throughout the school year.

One of the most rewarding aspects of my role is the Hudson Police Youth Academy, which celebrated its 20th year in 2025. This year, over 80 students from the sixth, seventh, and eighth grades participated in our two one-week sessions. By immersing these young people in a simulated police academy environment, we challenge them to embrace the core values of respect, self-discipline, and integrity. Our goal is to empower Hudson's youth to resist negative influences—such as drugs, alcohol, and criminal activity—by equipping them with the confidence to make positive choices. Through these combined efforts in education, investigation, and outreach, we are building a foundation of trust that will guide our youth long into their adult lives.

Respectfully,
Detective Chad A. Crogan Juvenile Detective, Town of Hudson

SRO



Program Overview

The Hudson Police Department and Hudson Public Schools share a common goal of promoting school safety while fostering a positive, supportive learning environment. This partnership has been successfully maintained for decades through the School Resource Officer (SRO) program, which provides a proactive approach to school safety, student engagement, and crime prevention.

Crime prevention within a school setting is most effective when Hudson Public Schools, the Hudson Police Department, parents, counselors, and the greater community work collaboratively. Daily interaction between students, school staff, and the SRO builds trust and positive relationships, which contribute to improved student behavior, increased reporting of safety concerns, and early intervention when issues arise.

Mission and Approach to School Safety

Maintaining a safe school environment is a primary responsibility of the School Resource Officer. This includes actively working to prevent violence, disruptions, narcotics, and contraband from entering the school. Collaboration with administrators, teachers, counselors, and support staff allows for conflicts to be identified early and de-escalated whenever possible.

When disciplinary issues occur, the SRO approach emphasizes developmentally appropriate responses that address the underlying causes of student behavior. This approach has resulted in students receiving guidance and accountability while remaining supported within the educational environment.

Core Responsibilities of the School Resource Officer

The School Resource Officer at Hudson High School fulfills a wide range of responsibilities that support both safety and education. Core duties include:

- Serving as the primary law enforcement liaison between Hudson High School and the Hudson Police Department, ensuring clear and consistent communication**
- Attending safety meetings and participating in collaborative planning related to school security and emergency preparedness**
- Investigating and documenting incidents, including, but not limited to, child abuse, theft, harassment, narcotics and alcohol violations, weapon possession, social media concerns, and threats**
- Maintaining a visible and approachable presence throughout the school day, particularly during high-traffic periods**
- Answering questions from students and staff related to law enforcement, safety concerns, and legal topics**
- Building rapport with students, which has resulted in increased trust and willingness to report concerns before they escalate**

SRO



Educational and Prevention Initiatives

In addition to enforcement and safety responsibilities, the SRO plays an active role in student education and prevention programming.

Collaboration with the Health and Wellness Department resulted in classroom instruction focused on:

- Drug and alcohol awareness**
- Bullying prevention**
- Online safety and responsible social media use**
- Making safe and responsible decisions**

Working with the Science Department provided students with hands-on learning experiences related to:

- Witness identification and memory**
- Fingerprint collection and analysis**
- Crime scene investigation principles**

These educational efforts strengthened student understanding of the criminal justice system while reinforcing responsible decision-making and personal accountability.

The SRO also participated in youth engagement initiatives, including involvement with the Hudson Police Youth Academy, further reinforcing positive relationships between law enforcement and students outside of disciplinary contexts.

Incident Response and School Safety Impact

In December, Hudson High School experienced a swatting incident that required an immediate law enforcement response to a potential threat. Because a School Resource Officer was already assigned and present inside the building, there was no delay in response time.

As the SRO, I was able to:

- Immediately assess the situation**
- Provide real-time, accurate information to responding police units**
- Assist school administration with safety procedures and decision-making**
- Coordinate communication between the school and the Hudson Police Department**

This immediate response reduced confusion, allowed for a controlled and informed handling of the incident, and helped minimize disruption and anxiety within the school community. The incident demonstrated the critical advantage of having a trained law enforcement officer embedded in the school who is familiar with the building layout, daily operations, and student population.

The Value of an On-Site School Resource Officer

The daily presence of a School Resource Officer allows for proactive identification of safety concerns, rapid response to emergencies, and relationship-based prevention that cannot be replicated by patrol-only response.

SRO



Being assigned full-time to the school environment results in:

- **Faster response times during emergencies**
- **Improved coordination with school administrators and staff**
- **Early identification of potential threats or conflicts**
- **Increased student trust and communication with law enforcement**

The December swatting incident clearly illustrated how on-site presence directly contributes to enhanced safety and effective incident management.

Why School Resource Officers Matter

School Resource Officers play a vital role that extends far beyond enforcement. The SRO program enhances school safety through prevention, education, and immediate response capabilities. Daily engagement with students and staff creates an environment where concerns can be addressed early, emergencies can be managed efficiently, and students can view law enforcement as a trusted resource.

The continued partnership between Hudson Public Schools and the Hudson Police Department remains essential to maintaining a safe, supportive, and effective learning environment. I am grateful for the opportunity to serve as the School Resource Officer at Hudson High School and will continue to strive to protect students, educate youth, and serve as a positive role model within the school community.

Respectfully Submitted,

Samantha E. Costa

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).

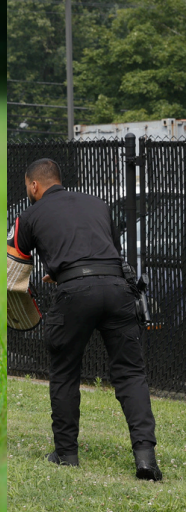


CEMLEC MOTORS (Motorcycle Unit)

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

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

K9 Jocko



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.



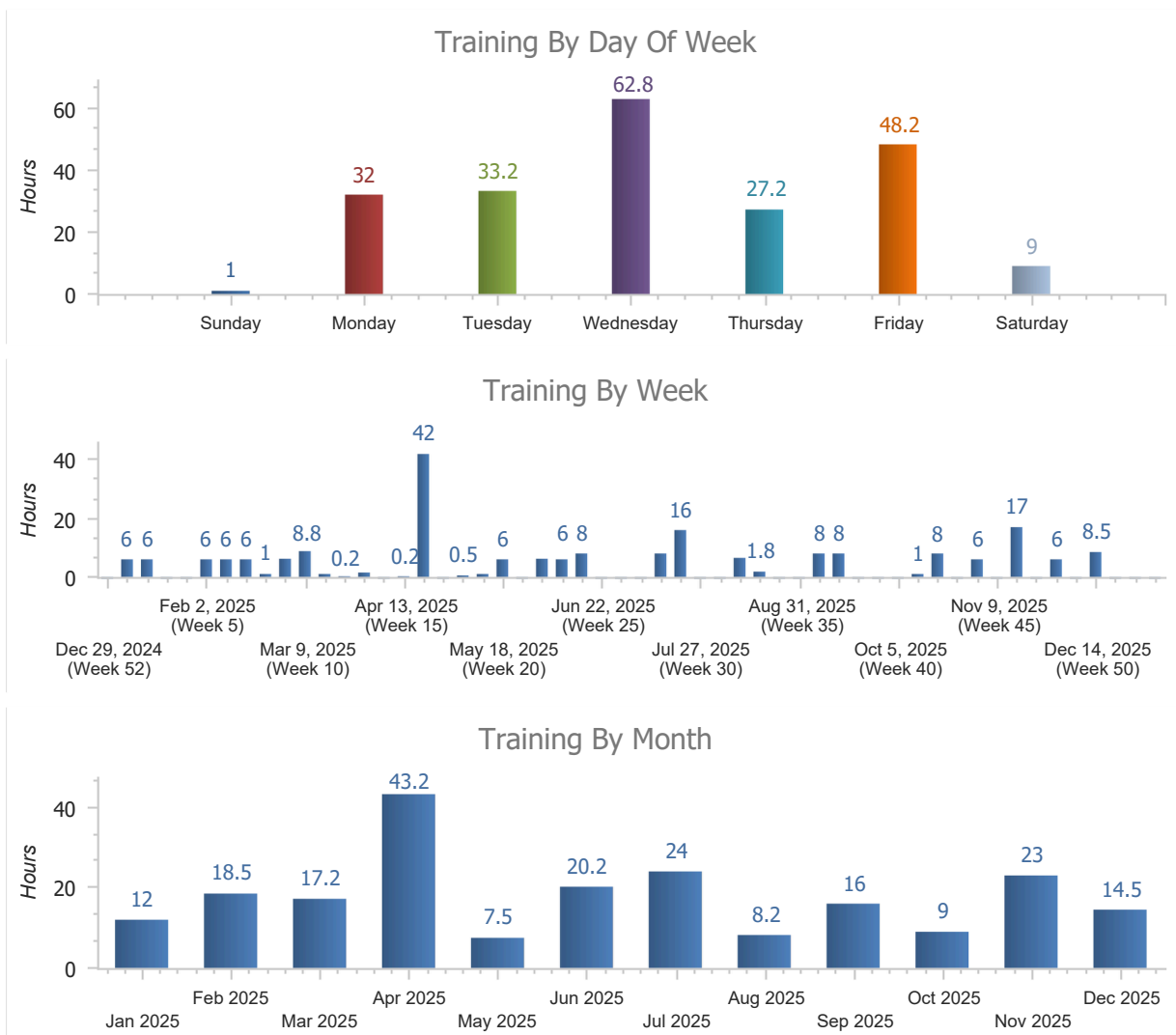
Training Summary

Samuel Leandres and K9 Jocko, Hudson MA
Using all 140 Records from January 1, 2025 to December 31, 2025



Overview

Total Training Time:	213.4 hours	Total Event Duration:	169.4 hours
Events Attended:	54 54 30 5	Avg. Event Time:	3.1 hours
Events With Training:		Performed Patrol Exercises:	105
Performed Detection Exercises:		Total Class Duration:	44.0 hours
Classes Attended:			

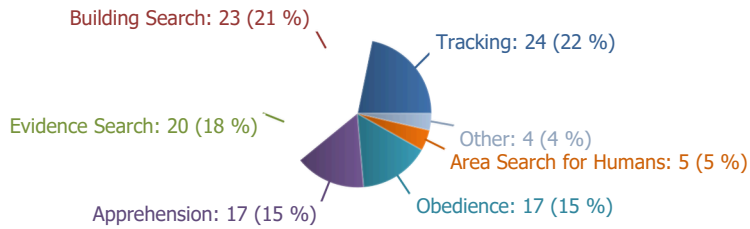


Training Summary

Samuel Leandres and K9 Jocko, Hudson MA
 Using all 140 Records from January 1, 2025 to December 31, 2025

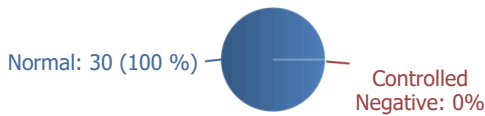


Patrol Exercise Types

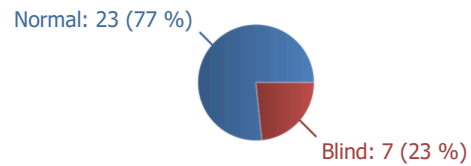


Tracking: 24 (22 %)
Building Search: 23 (21 %)
Evidence Search: 20 (18 %)
Apprehension: 17 (15 %)
Obedience: 17 (15 %)
Area Search for Humans: 5 (5 %)
Other: 4 (4 %)
Agility: 0 (0 %)

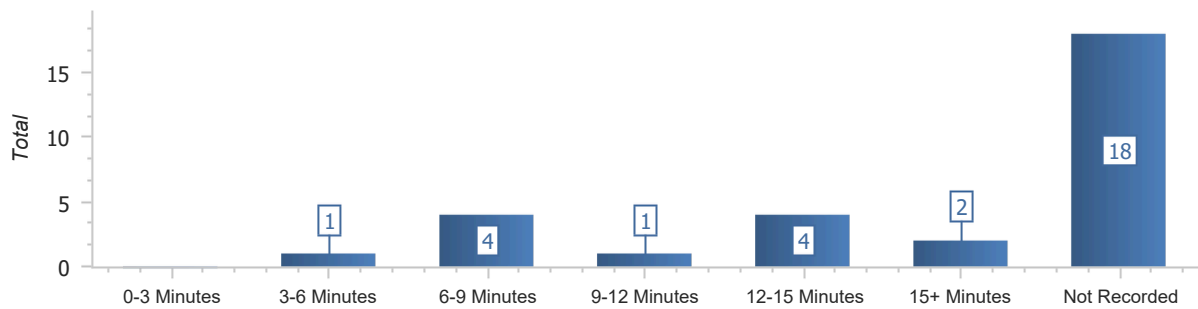
Controlled Negative Detection Exercises



Blind Detection Exercises



Detection Exercise Lengths

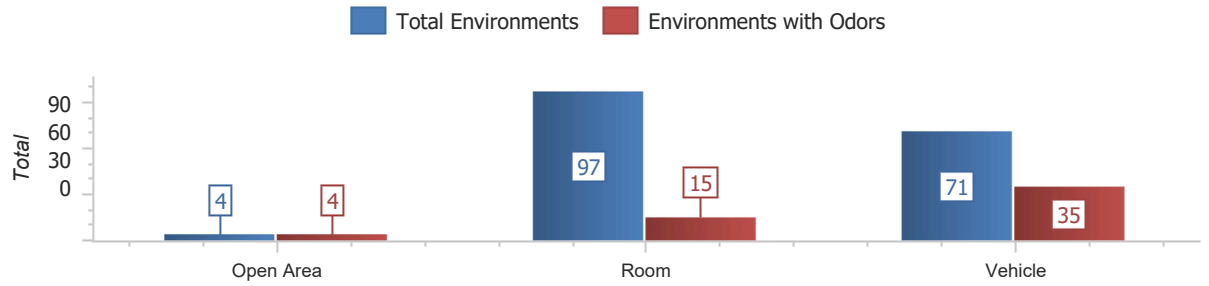


Training Summary

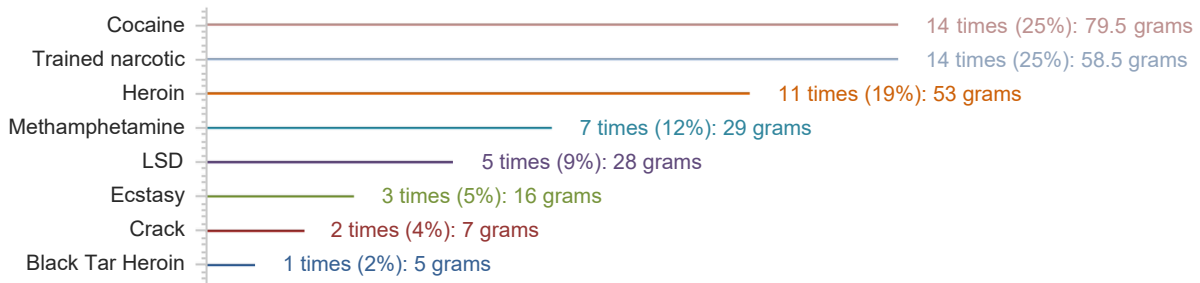
Samuel Leandres and K9 Jocko, Hudson MA
Using all 140 Records from January 1, 2025 to December 31, 2025



Detection Environment Types



Drug Odors



Packaging Around Drugs

Plastic: 18 (31%)	Magnet Box: 11 (19%)	Narcotic Bag: 11 (19%)
Canvas: 9 (15%)	Metal: 4 (7%)	Glass: 3 (5%)
None: 1 (1%)		



CRD Murf



Murf is a highly trained and certified canine who offers a kinder, more approachable side of community policing while also serving as a friendly and effective search and rescue partner. Murf remains an important part of the Hudson community and consistently brings a smile to everyone he meets.



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 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](#)

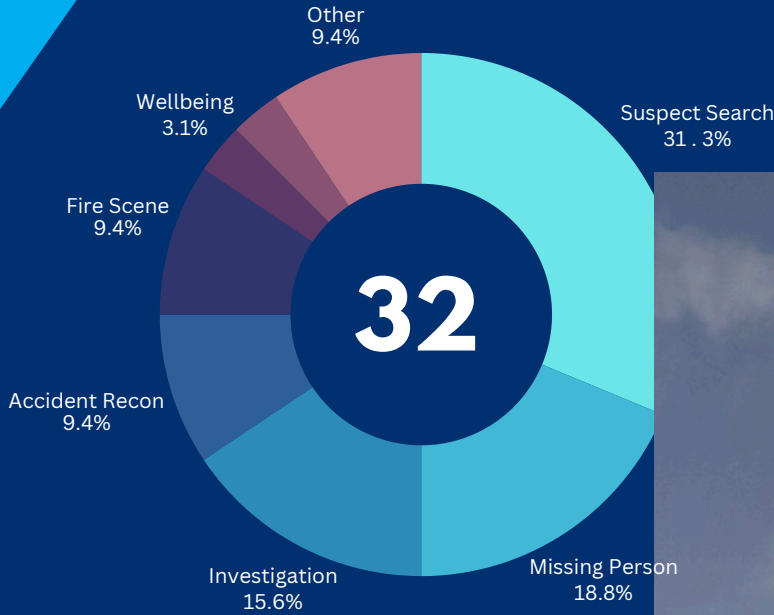
All deployments and requests for use of the department drone must specifically be authorized by the OIC (Officer In Charge) or drone unit commander. The Hudson Police has adopted the use of drones to provide an aerial visual perspective in responding to emergency situations and exigent circumstances, 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



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HPD DRONE UNIT



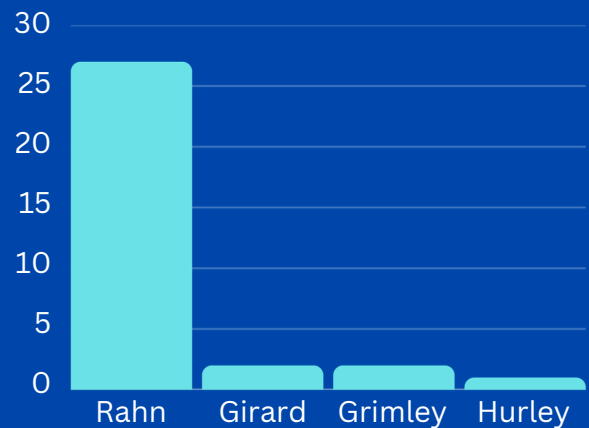
Throughout 2025, the HPDDrone Unit handled a diverse range of incidents. These range from missing people to fire investigations. Department calls required timely, coordinated responses and often involved challenging environments where situational awareness was critical. To support these operations, the department continued to utilize Unmanned Aircraft Systems (UAS) as a force multiplier, as shown through our stats!

COMMUNITY

TheHPDDroneUnitmadea significant impact through community outreach, including events such as Citizen Academy, Youth Academy, Touch-a-Truck, National Night Out, the Holiday Stroll, and a capstone presentation at the Hudson Senior Center!

OPERATOR RESPONSE

To theright is a graph illustrating the number of times each operator responded to a drone deployment. Response totals demonstrate how deployments were distributed across the unit.



Accreditation



In an effort to provide the Hudson Community with best-practice 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. The department is scheduled to have a team of assessors on site in May of 2026 for re-accreditation. For information on the Massachusetts Police Accreditation commission click here: <https://masspoliceaccred.net/>



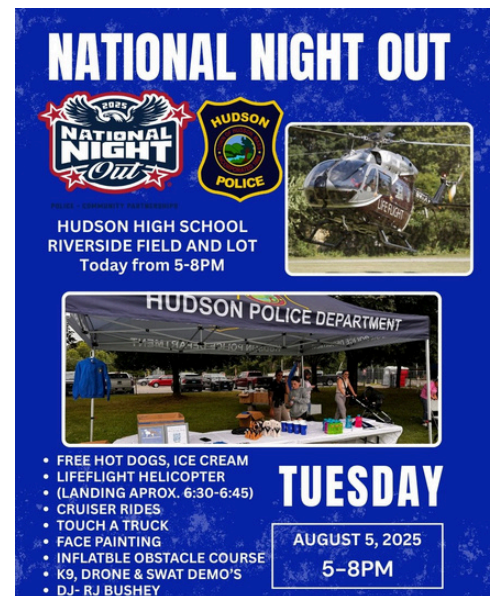
Community Action Team

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

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

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

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



Nashoba Regional Dispatch

Transition to Nashoba Valley Regional Dispatch District (NVRDD)

In 2025, the Hudson Police Department successfully completed a major transition to the Nashoba Valley Regional Dispatch District (NVRDD). This transition was executed in two phases to ensure continuity of service and minimal disruption to our residents.

In October, NVRDD assumed responsibility for fire dispatch and all 9-1-1 call-taking services. This was followed in December with the full transition of police dispatch operations to NVRDD, completing the consolidation of dispatch services under a single, highly professional regional system.

NVRDD is comprised of 19 highly trained and experienced public safety telecommunicators who provide exceptional service to the communities they serve. Their professionalism, training, and commitment to excellence have already had a positive impact on the quality and consistency of dispatch services available to Hudson residents.

This transition was supported by extensive coordination and technical work, particularly by our Information Technology Department, whose efforts were critical to the success of this project and warrant recognition and appreciation.

As part of this transition, we implemented several important upgrades and improvements to our infrastructure and public safety systems, including revisions to our business telephone recording systems, upgrades to portable radio equipment, enhancements to building security and access control systems, and the installation of a public kiosk in the police department lobby to provide direct after-hours access to NVRDD services. Additionally, lobby receptionists were hired to enhance public interaction and service at the station.

These improvements were made possible through grant funding associated with the transition, allowing us to modernize systems while minimizing the financial impact on the town.

We believe this regional partnership positions the Hudson Police Department to provide the community with more efficient, reliable, and professional dispatch services, while strengthening our overall emergency response capabilities for years to come.



Clinician

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 2025, 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 \$126,904. Combined, estimated cost savings due to arrest and emergency department diversion activity equals \$435,171

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

Tarantino, A. (2025) and the Advocates Hudson-Sudbury 2024 Annual Report. (see below)

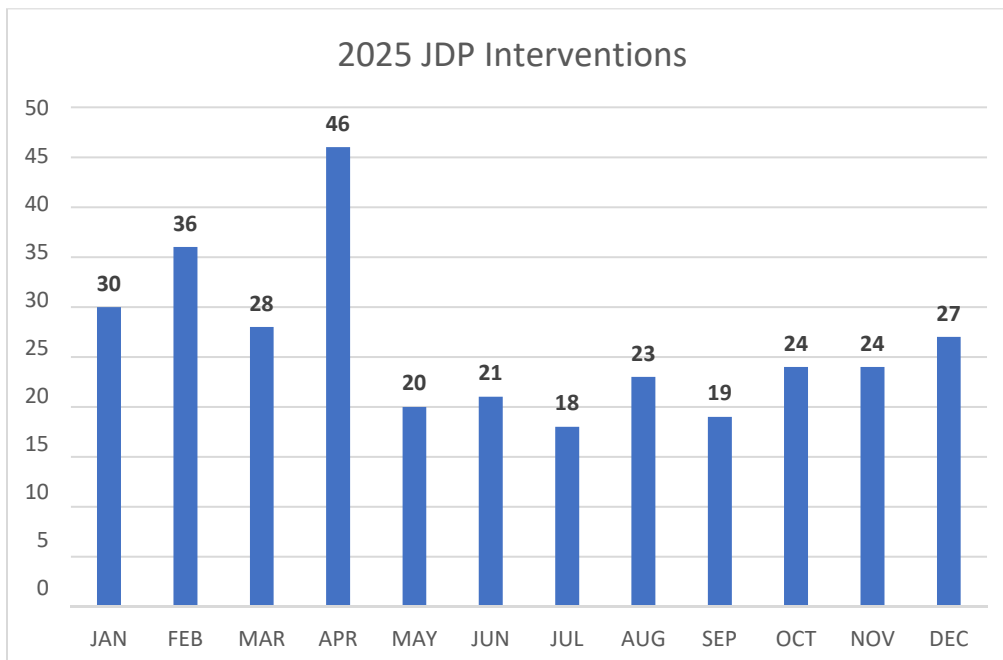
Hudson-Sudbury Co-Response Jail Diversion Program 2025 Annual Report

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 **316** individuals referred to the Hudson-Sudbury Co-Response Jail Diversion Program clinician by Hudson and Sudbury police officers in 2025.

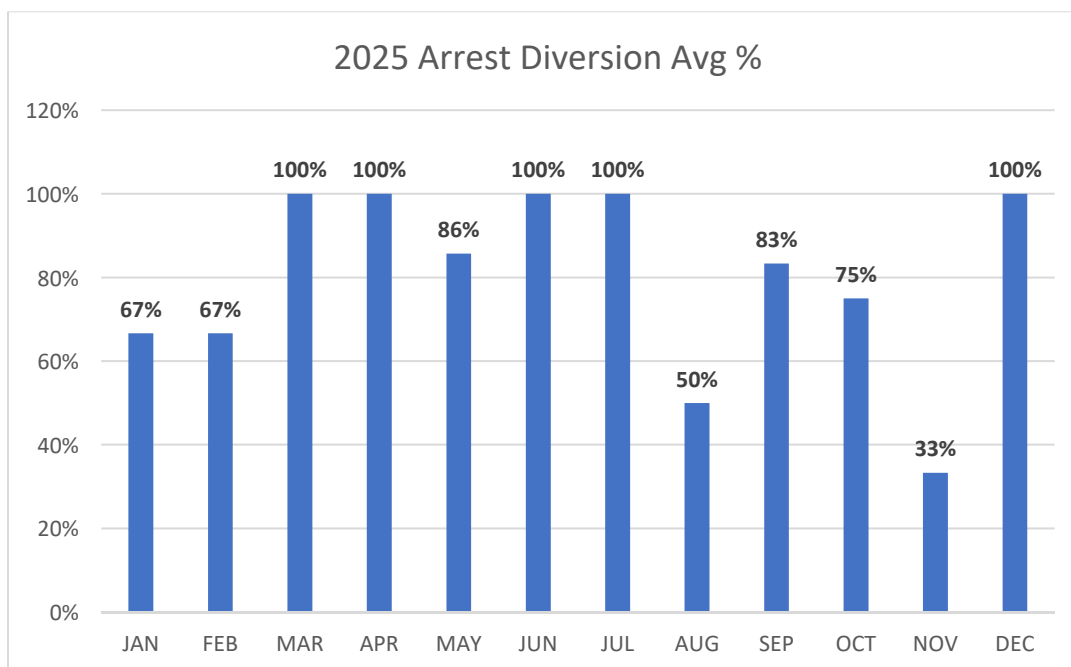
Chart 1: Hudson-Sudbury Co-Response Interventions



Diversions from Arrest

The primary goal of the Hudson-Sudbury Co-Response Jail Diversion Program is to divert low-level offenders away from the criminal justice system and into more appropriate, community-based behavioral health treatment. In 2025, a total of **43** 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 **80%**. Chart 2 represents the percentage of diversions from arrest by month.

Chart 2: Hudson-Sudbury CR-JDP Arrest Diversions

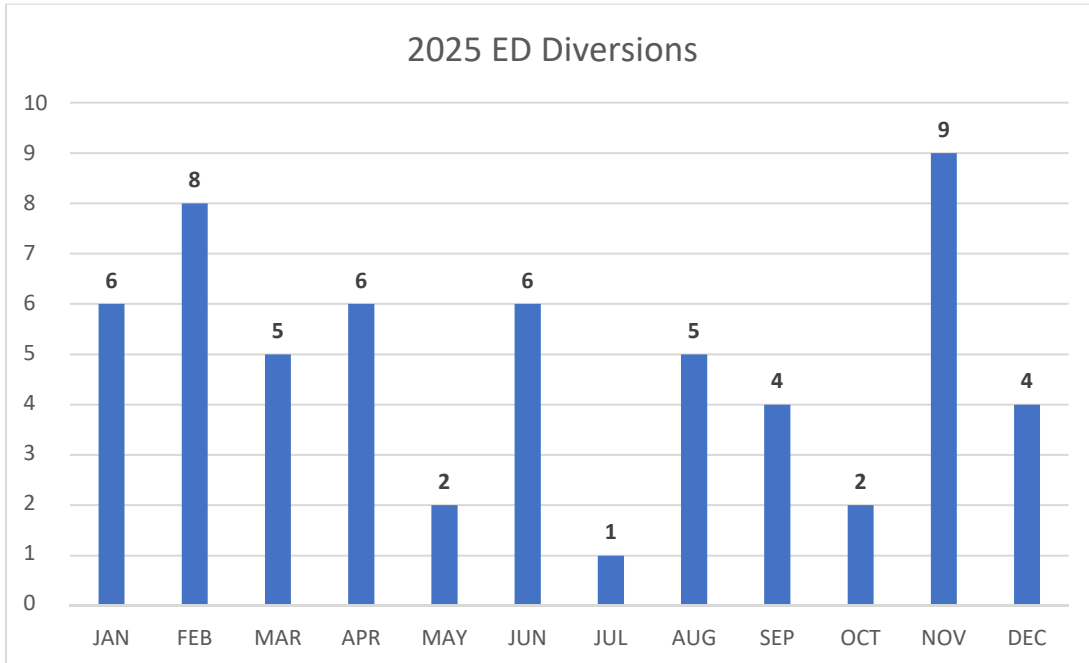


In addition to the benefit of diverting individuals in crisis from arrest, these diversions represent an *estimated* cost savings of **\$308,267*** to the criminal justice system (\$7,169 per arrest event).

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 2025, **58** individuals were diverted from unnecessary hospital admissions due to the presence of a CR-JDP clinician on scene to facilitate assessment treatment recommendations. Chart 3 represents the monthly hospital ED diversions facilitated by the Hudson-Sudbury CR-JDP team.

Chart 3: Hudson-Sudbury Emergency Department Diversions



In addition to the benefits of receiving care outside of the hospital, these emergency department diversions represent *estimated* healthcare cost savings of **\$126,904*** (\$2,188 per ED diversion).

Combined, estimated cost savings due to arrest and emergency department diversion activity equals **\$435,171***.

Thank you for another year of partnership!

Report Respectfully Submitted By:
Sheena Mahoney
Director of Clinical Administration
Community Justice Services
smahoney@advocates.org

*Cost-saving formulas represented in this report are cited based on the Massachusetts Department of Mental Health Jail and Arrest Diversion Grant Program FY2024 Annual Report. The report is available here: <https://www.mass.gov/doc/2024-jail-diversion-annual-report/download>

From Massachusetts Department of Mental Health Jail and Arrest Diversion Grant Program FY 2024 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 per arrest (Hunt et al., 2017; Hunt et al., 2019; RAND, 2023).

These projections encompass law enforcement personnel's collective time and expenses, including police officers, judges, public defenders, prosecutors, and support staff, addressing reported crimes. Law enforcement activities, such as responding to scenes, managing crime scenes, investigations, paperwork, interrogations, arrests, and court appearances, contribute to these estimates. Costs include equipment, supplies, fuel, administrative staff, and utilities.

Hunt, P. E., Saunders, J., & Kilmer, B. (2019). Estimates of law enforcement costs by crime type for benefit-cost analyses. Journal of Benefit-cost Analysis, 10(1), 95-123.

Hunt, P., Anderson, J., & Saunders, J. (2017). The price of justice: New national and state level estimates of the judicial and legal costs of crime to taxpayers. American Journal of Criminal Justice, 42, 231-254.

Estimated Health Care Costs per ED Visit

On average, the Emergency Department level of care for mental health assessment/treatment incurs a cost of \$2,188 per day for an individual (Consumer Health Ratings, 2023).

Consumer Health Ratings. (2023). Emergency Room – Typical average cost of EDT visit. <https://consumerhealthratings.com/how-much-does-er-visit-co>

Middlesex County Outreach

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Pamela Kelley & Sean Varano
KELLEYRESEARCHASSOCIATES



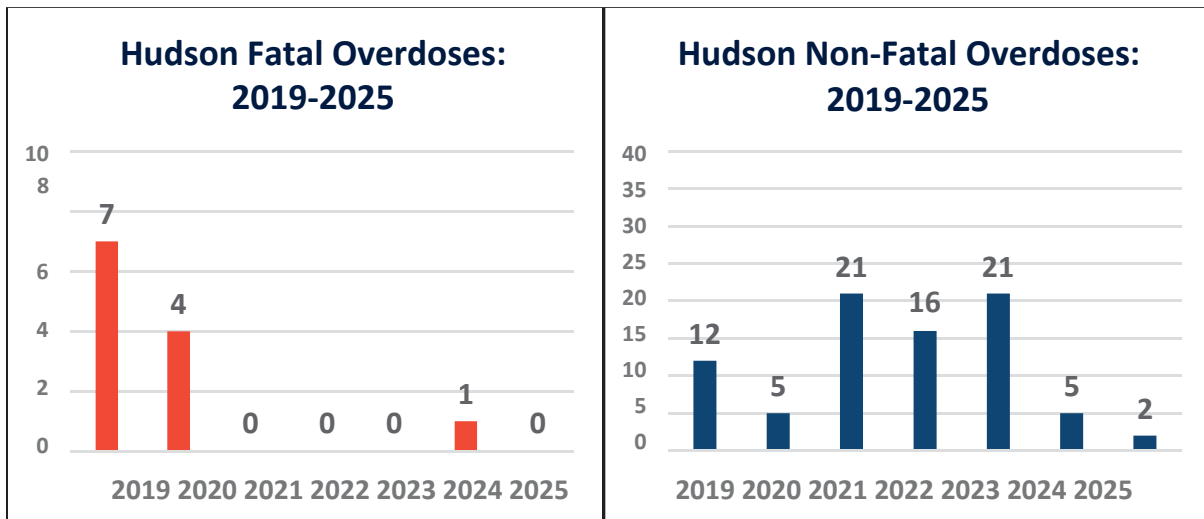
MiddlesexCounty Outreach

2025Annual Report: Hudson



Hudson recorded **4overdoses or at-risk referrals** in 2025, a **33% decrease** over the 2024total of 6. The 2025incidents include:

Non-Fatal	2(50%)	(a 60% decrease over the 2024total of 5)
Fatal	0(0%)	(a100% decrease overthe 2024total of 1)
At-Risk	2(50%)	(anincrease overthe 2024total of 0)



There was a total of **6attemptedoverdose or at-risk follow-upcontacts** by HudsonPolice and/or community partners, and **4(67%) weresuccessful** in having contact with someone:

Contact with the Individual that overdosed/was referred	0(0%)
Contact with a Family/Friend	3(75%)
Contact with BOTH (F/F and Individual)	1(25%)

The **1successful contact** with the individual that overdosed or was referred resulted in the following outcome:

Individual Accepted Services	1 (100%)
Individual was Already Seeking Services	0(0%) 0
Individual Declined Services	(0%)

Of the **4successful contacts**with a family member or friend, **3(75%)** accepted information and assistance from the outreach team.

Employee Awards Ceremony



HUDSON POLICE DEPARTMENT EMPLOYEE & CIVILIAN RECOGNITION

At the Select Board meeting, the Hudson Police Department was proud to hold an Employee Recognition Ceremony honoring several of our officers and staff for their exemplary service to our community in 2024. These recognitions highlight professionalism, dedication, and a commitment to serving others that goes above and beyond.

Chief DiPersio presented the awards and shared his appreciation, stating:

“I am incredibly proud of the men and women of the Hudson Police Department. These awards represent just a small glimpse of the outstanding work our officers do every day. Their commitment to this community is truly exceptional. Most of what they do will never be recognized publicly – quiet acts of service, professionalism, and compassion that make a real difference in people’s lives. That work happens on all shifts, in all conditions, and often without anyone watching.”

We thank Town Manager Tom Gregory, the Select Board, our community, and our HPD families for their continued support, and we congratulate all of our employees who were recognized. Your hard work does not go unnoticed, and Hudson is safer and stronger because of you.

Awards received:

Chief of Police citation issued for civilian exemplary performance to Diana Trister for her heroic actions and quick response during a medical emergency at a local CVS on June 16, 2024. Diana’s actions exemplify the very best of our community – selflessness, courage, and a willingness to help others without hesitation.

Certificate of Commendations issued to Officers Jason Hatstat and Cameron O’Toole for their dedication, commitment, and tireless efforts in criminal drug investigations for the Hudson Police Department.

Certificate of Commendation issued to Detective James Connolly for his outstanding work and commitment through his assignment to the FBI’s Organized Crime Drug Enforcement Task Force. Detective Connolly’s role on this task force places him on the front lines of complex investigations targeting large-scale drug trafficking and organized criminal enterprises that extend far beyond our local boundaries. His work is instrumental in disrupting the flow of illegal narcotics, dismantling criminal networks, and holding offenders accountable at the highest levels.

Certificate of Commendation issued to Officer Chad Crogan for his extraordinary commitment to the Hudson Police Department and to the youth of our community. For the past 20 years, Ofc. Crogan has implemented, led, and sustained our Youth Police Academy. Through his dedication, mentorship, and vision, he has positively impacted countless young people—teaching responsibility, leadership, and respect, while building lasting trust between our department and the community we serve.

Certificate of Commendation issued to Officers Jason Hatstat, Cameron O’Toole, and Nick Girard for their exceptional actions during a critical incident that occurred during the evening hours of August 10, 2024.

Life Saving Awards (Medal and 3-star pin) presented to Detective Heather Manning and Officers Chris LaDou and Calvin Ahearn for their exceptional actions during the early morning hours of January 27, 2024.

Life Saving Awards (Medal and 3-star pin) presented to Officers Michael Hurley, Cameron O’Toole, and Chris LaDou for their extraordinary actions during the early morning hours of May 2, 2024.

Employee Awards Ceremony



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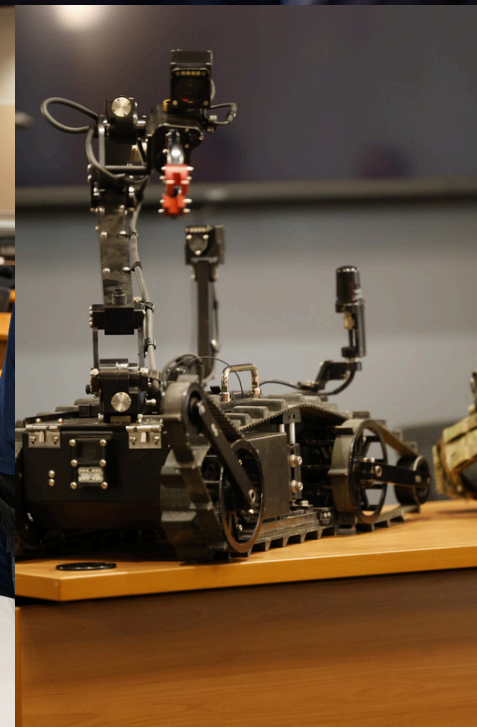
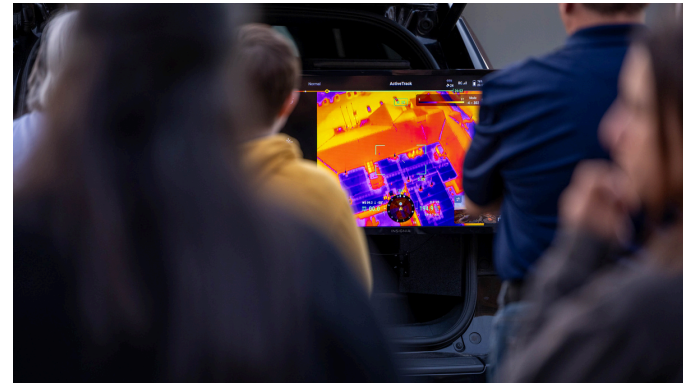
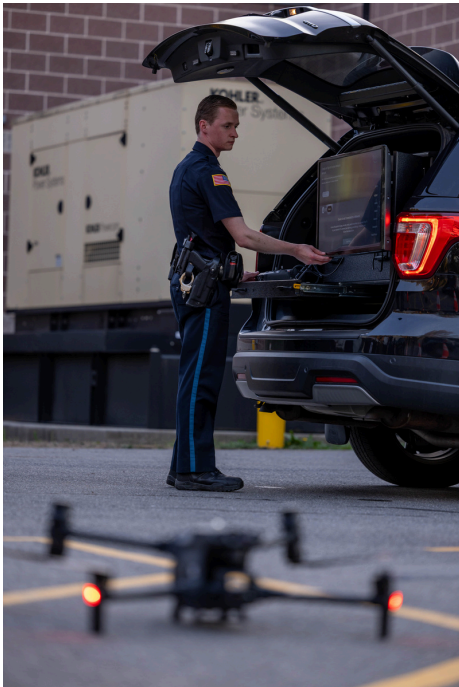
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Citizens Police Academy



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.



Youth Police 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.

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.



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 ENTRANCE 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





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