

To: CALEA File
From: William M. Avery, Chief of Police
Date: 02 January 20
RE: 2019 Annual Analysis Report on Internal Affairs and Citizen Complaint(s)

All citizen complaints are fully investigated by the Hudson Police Department in order to identify training issues, and to ensure the police employees are mirroring the department's policies and procedures.

In 2019, two of the Internal Investigations were not investigated by a member of the Hudson Police Command Staff. Due to one of the complaints being filed against a Captain; I felt the best course of action was to outsource this investigation to the Nashua Police Department; which is also a Nationally Accredited Police Agency.

The second investigation was outsourced to Municipal Resources Inc.. When the complainant initially contacted me (via email) she alleged the police officer was drunk driving the police motorcycle, and was stalking her. I had spoken to the police officer a couple of hours prior to this incident, and the officer was not intoxicated. I was also able to assure the complainant that the officer at two calls for service in her neighborhood, therefore he was not stalking her, but was merely performing his assigned duties. The complainant emailed me back, and stated she did not believe half of what I say. The police department has a long history with the complainant; as a result of her not have confidence in the Hudson Police Department I felt the best course of action was to outsource the internal investigation to the Attorney General's Office or the Hillsborough County Attorney Office. However, both offices declined to assist in this matter.

I contacted the Hudson Board of Selectmen, and it was decided to contract Municipal Resources to conduct the investigation. The officer was exonerated on two of the allegations and the third allegation was not sustained.

Although the Hudson Police Department cannot ensure that a complainant will completely agree with the Administration's decision, I do guarantee that every complaint filed will be fully investigated, and will be dealt with in a professional manner.

It is the Hudson Police Department's responsibility to deal with citizen complaints/inquiries in an open, honest and effective manner. As the Hudson Police Department's Chief of Police, I am committed to ensuring that our process is followed, and thoroughly investigated.

There are four possible dispositions the Hudson Police Department utilizes when concluding and Internal Investigation. They are as follows:

Exonerated: This means that the alleged act did occur, but that it was justified, legal and proper under the circumstances.

Not Sustained: This means the investigation failed to either prove or disprove the allegation.

Sustained: This means the allegation made in the complaint was proven to be true.

Unfounded: This means the investigation indicated by a preponderance of the evidence, the alleged act did not occur. The allegation is false and has no factual basis.

The following is an analysis for the number of citizen concerns investigated by the Hudson Police Department for the last four years. This report will give a synopsis for all citizen complaints/concerns for 2019.

Synopsis/Analysis:

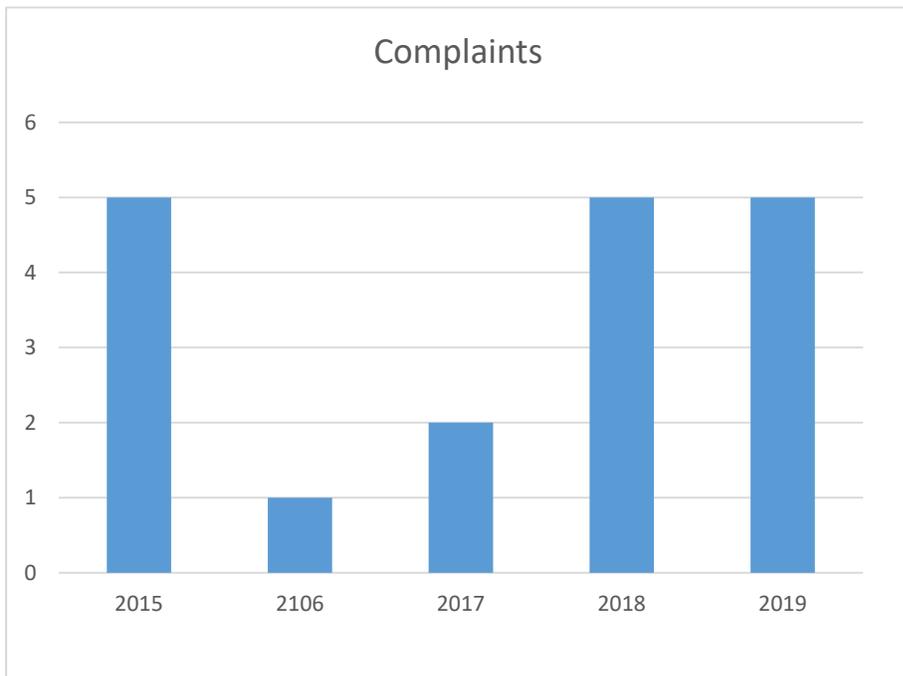
In 2019, the Hudson Police Department responded to 30848 calls for service and made 1027 arrests.

We received five Citizen Complaints against members of the Hudson Police Department compared to five in 2018. This calculates to a 0% increase from 2018. When looking at the total amount of complaints versus the minimum number of documented contacts we had the Hudson Police Employees perform their duties in a professional and caring manner.

The numbers of citizen complaints/concerns and internal investigation are reflected as follows:

- Administration Division 1
- Animal Control 0
- Communication Division 0

- Crossing Guard Division 0
- Detective Division 0
- Legal Division 0
- Patrol Division (Total: 4)
 - A Squad 2
 - B Squad 1
 - C Squad 1
- Support Services Division 0



2019 Complaint Results: (Note: 2 of the 5 Investigations had multiple allegations)

Exonerated 5
 Not Sustained 2
 Sustained 1
 Unfounded 0