

**Hudson Police Department  
2019 Annual Report  
To the Town of Hudson  
Submitted by  
Chief of Police William M. Avery Jr.**

It is an honor to present the Citizens of Hudson, as you're newly appointed Chief of Police, the 2019 Annual Town Report. In February of 2019, Chief Jason Lavoie retired after 28 years of service to the Town of Hudson. I would like to thank Chief Lavoie for all he has done for our great community.

The past year your police department has had its challenges, but I can assure you the men and women who comprise the Hudson Police Department have met them head on! As you will see we were eleven (11) police officers short for most of 2019. The vacancies were a result of some officers retiring; while others left for different opportunities with area police departments, and the Federal Government.

The Hudson Police Employees (sworn and civilian) worked tirelessly on our recruitment efforts, and as of November 25<sup>th</sup>, I was pleased to report the Hudson Police was once again at full staff. Although, at full staff, it takes approximately 6 months before you will see our newest officers patrolling the streets of Hudson by themselves. These officers are mandated to attend/pass the 16 week New Hampshire Police Academy, as well as, a rigorous Field Training process where they are partnered with a senior officer who conducts constant "on the job training".

In 2018, the Hudson Police Department announced they were at the beginning stages of studying the current building, and that in Fiscal Year 2020 we would be conducting a Needs Assessment on the Police Station. The Hudson Police moved into the station in July of 1995. Unfortunately, when Chief Gendron (retired) started the process of building a new police station the money was cut in half, which in turn reduce the size of the building to 14,000 square feet. In 1995, the Hudson Police Department consisted of 31 sworn officers and 16 civilian employees. In the past 25 years, the Hudson Police Department's calls for service and staffing have increased dramatically. We currently have 51 sworn officers and 20 civilian employees. During the years we have redesigned workspaces in an attempt to accommodate our spatial needs, however HPD is now at a point where we MUST add on, and renovate the existing structure. In July of 2019, I requested an independent assessment of the current and anticipated spatial needs. Municipal Resources Incorporated (MRI) completed a thorough assessment. I welcome the residents of Hudson to visit our website under the Department News read/review the spatial needs report. With the assistants of Hudson Cable T.V., the Hudson Police put together a Virtual Tour of our current facility which was also made available on our department website. I would like to personally thank our partners at HCTV for their support and dedication to the Town of Hudson and the Hudson Police Department throughout this project.

At the onset of the addition/renovation project, I contacted an experience and proven Project Manager, former Board of Selectmen Ted Luszey. Mr. Luszey has been instrumental in mentoring the Hudson Police Administration during the initial phases of this project. Mr. Luszey, on behalf of the entire police department, I would like to thank you for

all of your hard work, time, and dedication towards this ongoing project. You are certainly an asset to the Hudson Community!

Lastly, I would be remised if I didn't thank, and recognize the entire Board of Selectmen and the Town Administrator Steve Malizia for their guidance and support throughout my first year as Chief of Police. The police department has accomplished so much during this year, however this would not have been possible without you! Thank you again, and I look forward to working with each and every one of you moving forward!

**Concern:**

A major concern the Hudson Police Department faced this year was the state of our Police Radio Infrastructure and the three Dispatch Consoles. The Hudson Police Departments radio system has been outdated for several years and was in desperate need of being replaced. The Hudson Fire Department and Hudson Police Department worked collaboratively with Hudson I.T. Department to remedy this concern. Fire Chief Rob Buxton and I are pleased and thankful that in early 2020 the Town of Hudson will have new radio system installed. The radio system and related infrastructure is imperative to keep your first responders (police and fire) safe while performing their duties.

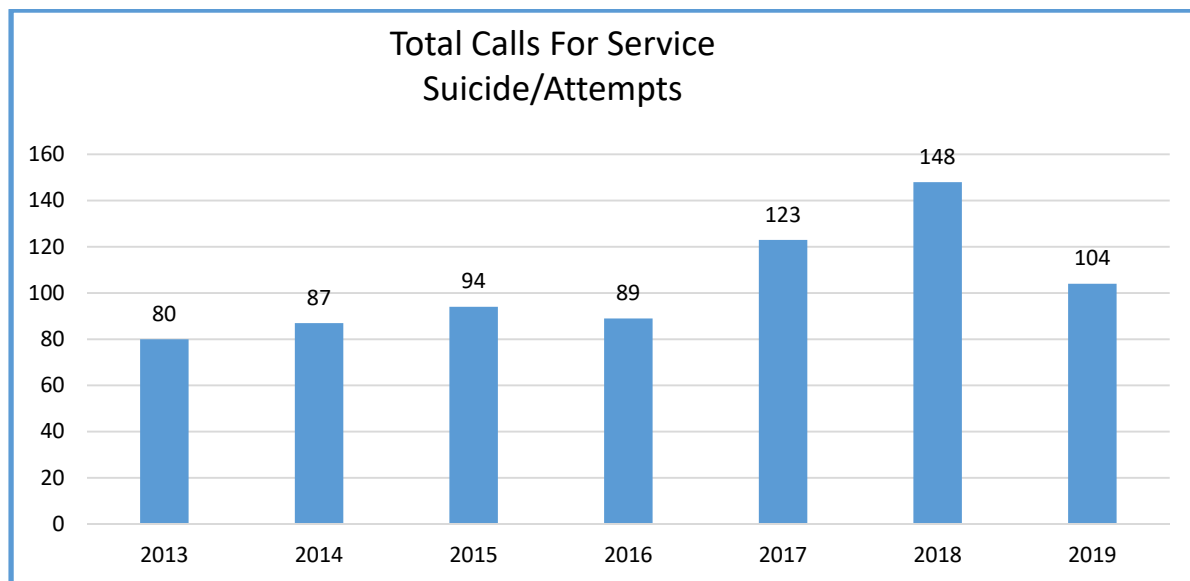
**Mental Health.**

Our attempted suicide and committed suicide rate had jumped dramatically in 2017 (123) and 2018 (148). Thankfully, the Hudson Police Department has seen these numbers decrease in 2019. This year we responded to 104 Calls for Service for attempted suicides and committed suicides. Although our calls have decreased it is still concerning to the Police Department.

It is imperative for citizens to listen to their love ones, friends, co-workers etc. Often, throughout the year the Hudson Police learned from families that there were subtle clues that a victim was displaying suicidal behavior. Again, these clues can be subtle such as: withdrawing from family and friends. If you know someone in need of help please do not hesitate to get this person professional help.

The Hudson Police Department is hopeful our suicide calls for service will continue to trend downward in 2020!

See chart below:

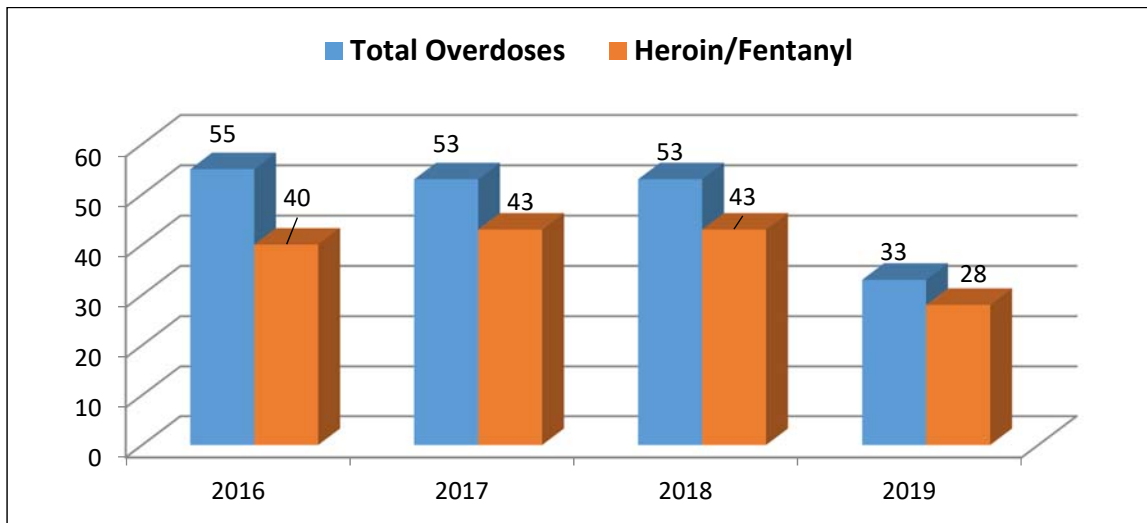


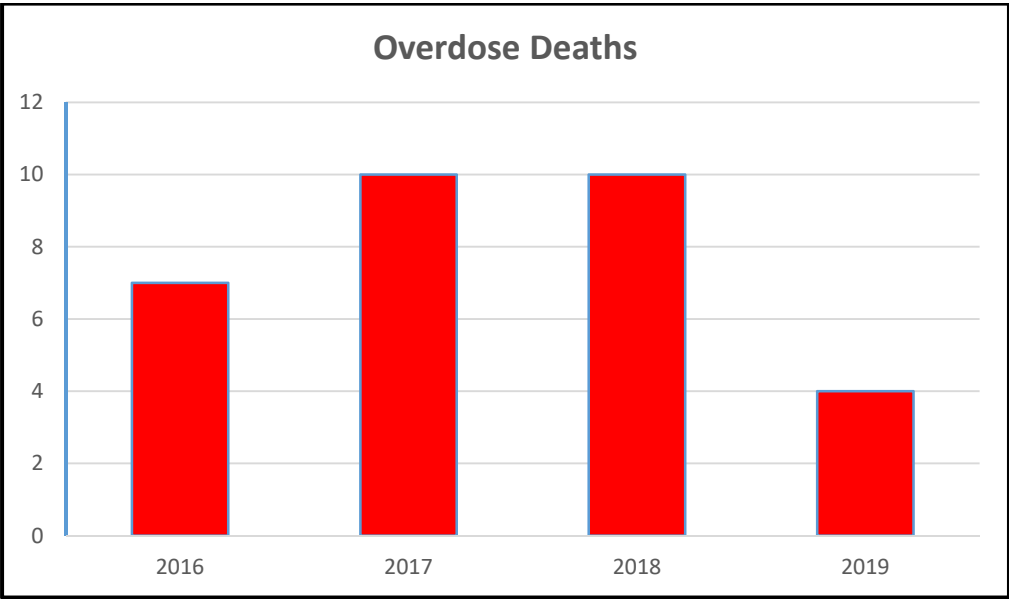
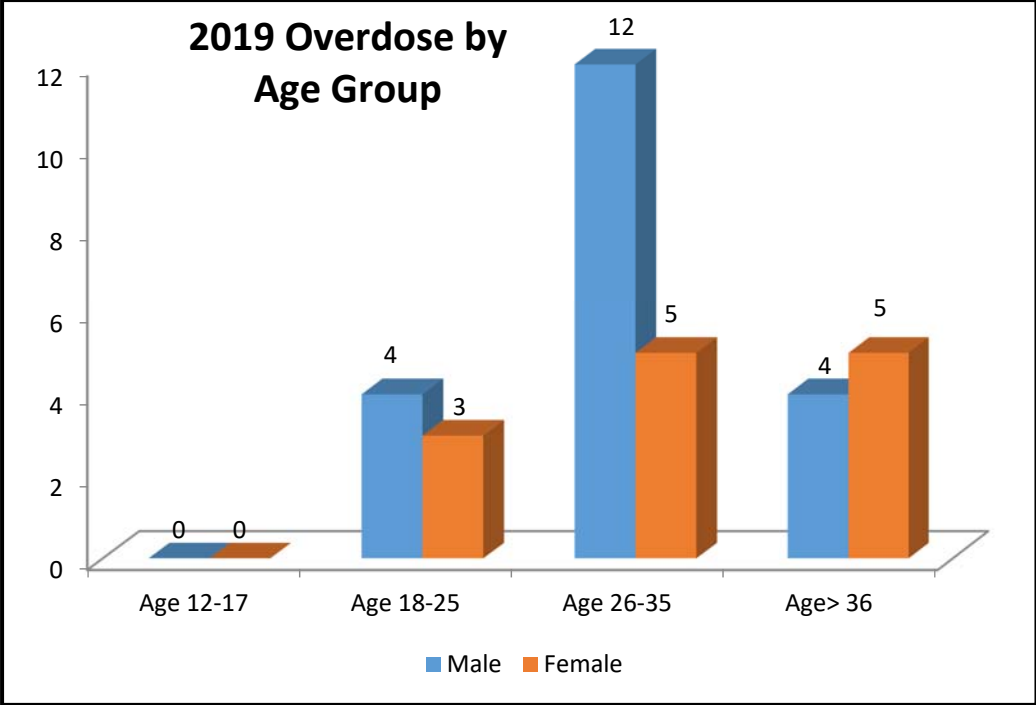
**Community Concerns:**

Opiates/Illicit Drugs

In 2019, the Hudson Police Department saw the first decrease in overdose calls since 2013. This decrease can be contributed to many factors including the hard work of law enforcement, education, treatment, and access to Narcan. While this is a positive step in the right direction, Heroin, Fentanyl, and other illicit drugs continue to be a major problem in Hudson. An alarming trend Law Enforcement is seeing in the area is the increase in Methamphetamine. Methamphetamine not only brings with it the dangers associated with use, but the extreme hazards that are created during the manufacturing process. The Hudson Police Department is dedicated to finding new ways to combat this ever present drug problem, and in 2020 we will be starting a two man Narcotics Investigation Unit (NIU). The NIU will work under the direction of the detective commander and will work closely with our local and federal partners to continue moving forward in this fight.

The Hudson Police Department would encourage anyone who is abusing drugs to reach out and get help. We can assist you with finding the resources that are available to help you or a loved one get off these dangerous drugs.





**Statistics:**

| <b>Activity</b>              | <b>1/01/18<br/>-12/31/18</b> | <b>1/01/19<br/>-12/31/19</b> | <b>% Δ</b> |
|------------------------------|------------------------------|------------------------------|------------|
| <b>Total Arrests</b>         | 1,008                        | 969                          | -4%        |
| Juvenile Arrests             | 101                          | 89                           | -12%       |
| DWI Arrests                  | 97                           | 107                          | 10%        |
| Drug Arrests                 | 107                          | 70                           | -35%       |
| <b>Crime vs Person</b>       |                              |                              |            |
| Homicide                     | 0                            | 0                            | NC         |
| Aggravated Assault           | 16                           | 11                           | -31%       |
| Simple Assault               | 174                          | 154                          | -11%       |
| Sexual Assault               | 14                           | 12                           | -14%       |
| Robbery                      | 2                            | 2                            | 0%         |
| <b>Crime vs Property</b>     |                              |                              |            |
| Arson                        | 1                            | 1                            | 0%         |
| Burglary                     | 27                           | 23                           | -15%       |
| Criminal Mischief            | 115                          | 98                           | -15%       |
| MV Theft                     | 16                           | 8                            | -50%       |
| Theft/Larceny                | 219                          | 159                          | -27%       |
| Theft/Fraud                  | 144                          | 149                          | 3%         |
| <b>Motor Vehicle</b>         |                              |                              |            |
| State Reportable MVA's       | 699                          | 606                          | -13%       |
| MV Citations                 | 659                          | 630                          | -4%        |
| MV Warnings                  | 9,531                        | 8,424                        | -12%       |
| <b>Domestic Disturbances</b> | 440                          | 358                          | -19%       |

### **Traffic and Collisions:**

The Hudson Police Department has seen a large reduction of traffic collisions in 2019. In 2018, the Hudson Police responded to 715 reportable motor vehicle collisions. In 2019, the Hudson Police Department responded to 646 Reportable collisions. Further in 2019, we responded and investigated two fatal crashes. The first fatality took place on Robinson Road, and second occurred on Rte. 111 near the Greeley Street intersection. We urge all motorist to drive with due care for others, and don't allow yourself to become distracted while operating a motor vehicle.

The police department has received numerous complaints regarding the intersection of Lowell Road and the Sagamore Bridge. As most of you know this intersection is congested most days, and motorist continuously go through this intersection against the red traffic lights. The BOS and the Town Engineer have worked with the NH DOT in an effort to prevent further serious accidents and violations. Moving forward into 2020, the Hudson Police will continue to closely monitor and enforce motor vehicle violations at this intersection.

### **Initiatives:**

CALEA – National Accreditation

2019 was the first “review year” in maintaining compliance with CALEA under the sixth edition. March 2019, we submitted our annual report and an assessor reviewed chosen files off-site. We were found in compliance and up to

date in our proofs. 2021 is our next on-site inspection and review from a team of assessors. We will continue to look for innovative ways to continue to provide a professional service to our community.

### **Community Programs and Events:**

Citizen Police Academy: Another great group of 23 people participated in the 19<sup>th</sup> Citizen Police Academy which started in April. This one night a week for 10 week program discusses things like DWI investigations, court proceedings, narcotic investigations, crime scene processing, HPD specialty units and a field trip to the 911 Center in Concord. Many participants in this program state they wished it was mandatory for all residents to go through.

Youth Police Academy: 10 juveniles' ages ranging from 11 to 14 participated in the 2019 Youth Police Academy. The Academy provides learning experiences on topics such as Police K9, Patrol Duties, Laws of Arrest, and Criminal Investigations. It's an opportunity to interact with Hudson Police Officers to foster responsible citizenship and leadership skills.

National Night Out: The Hudson Police Department and Rodgers Memorial Library hosted a community block party also known as National Night Out. This party was a huge success! Community members were able to enjoy "touch a truck", Pony Rides, face painting, a dunk tank and a water balloon fight with Hudson Police Officers. National Night Out was such a great opportunity for our Hudson Officers to interact with the community on a personal level. There were plenty of free activities and community safety vendor booths for every age to enjoy. The night ended with an outdoor family movie. The reaction from the community was so positive, folks have already inquired about next year. We plan to have a bigger event next year!

AARP: Hudson Police did not conduct any AARP Safe Driving classes during this year due to minimum staffing. Once we are at full staffing, we will be able to schedule classes again. This two day (three hours each day) is personalized for people over 55 years of age, and many may benefit with a discounted insurance rate just by taking the course. Participants are reminded of safe driving habits and are made aware of various dangers encountered while driving.

Drug Take Back Program: We collected 462.1 pounds (eighty – two (82) more pounds than last year) of unused prescription medications. We have a drop off box in the lobby where people can drop off their unused medications to us for disposal. Unused medications should not be disposed of down toilets and into the sewer system. We also participate in two drug take back programs with the DEA. One is in the spring and the other during the fall.

Blood Drives: Master Patrol Officer Adam Lischinsky did an outstanding job organizing our Red Cross blood drive. We are very fortunate for all the assistance we get in putting this event together. A special thank you to all the volunteers and businesses that donate time and food. The planning and execution of this event is very taxing on the officer and department. Moving forward, The Hudson Police Department will be hosting only one Red Cross Blood drive per year.

Toy Drive: in partnership with the Dartmouth Hospital and CHaD we collected a truck full of toys for children in need.

### **Comfort Dog; Haven:**

The Hudson Police Department is embarking on a new program involving a Comfort Dog. The function of the Comfort Dog is to provide interaction during investigations involving children or adults to reduce anxiety and increase communication, to provide comfort for people during times of crisis, and to provide aid and comfort to individuals and the community impacted by violence, tragedy or traumatic events. The Comfort Dog can be used in a variety of ways. The goal, however, is to use the Comfort Dog during a crisis to calm people down so police can more effectively provide assistance. The Comfort Dog is also used to aid first responders in times of need and help them maintain morale during difficult times.

### **The Police Department said good bye to several employees in 2019:**

### **Goings:**

- Chief Jason Lavoie retired after serving the Town for 28 years. He has entered the private sector. We wish him and his family the very best as they start this new chapter.
- Captain Jason Lucontoni also retired after serving the Town for 22 years. Captain Lucontoni joined the Wenham, Massachusetts Police Department as a Detective. We wish him and his family the very best!
- Sgt. Tom Scotti departed Hudson PD, and is now employed by the Litchfield Police Department as a Detective.
- Sgt. Dan Conley departed Hudson PD, and now employed by the Goffstown Police Department as a Detective Lieutenant.
- Detective Will Kew departed Hudson PD, and is now employed by The Department of Homeland Security.
- MPO Brian Morgan departed Hudson PD, and is now employed by the Litchfield Police Department.
- MPO Pat Morrissey departed Hudson PD, and is now employed by the New Hampshire State Police
- Officer Tyler Toney departed Hudson PD, and is now employed by the Manchester Police Department.
- Information Manager Jamie Iskra departed Hudson PD, and is now employed by the Massachusetts Police Accreditation Team.
- Part-time Maintenance Ryan Bianchi departed Hudson PD, and is now employed by Boyers Garage.

The Police Department welcomed several new police officers in 2019:

- Officer David Glaser, Officer Leandro Sosa, Officer Giomar Colon, Officer Shane Grayson, Officer Kraig Hoag, Officer Matthew Horton, Officer Zach Nardini, Officer Victoria Shaw, Officer Cecilia Ortega, Officer Ethan Brodell, Officer John Pinard and Officer Adam Royston.
- We would also like to welcome our new Part-Time Maintenance employee Cooper Downey.

I would like to congratulate and welcome our newest employees. I wish you all a successful and SAFE CAREER!

### **2019 Promotions:**

Tad Dionne, Dave Cayot, and Dave Bianchi were promoted to the Rank of Captain.

Mike Niven, Mike Davis and Steve McElhinney were promoted to the Rank of Lieutenant.

Kevin Riley, Pat McStravick, and Pat Broderick were promoted to the Rank of Sergeant.

Congratulations and thank you to these members of the Hudson Police Department. I wish you the best of luck with your new leadership roles!!!

### **Hudson Police Goals for 2019:**

- To continue proactive recruitment of qualified candidates through a department wide effort. By actively recruiting certified candidates, as well as attending colleges, job fairs and seeking prior military personnel through networking, social media and employment websites.
- To maintain an open communication relationship with the Administration, while providing our staff with competitive salaries. As the Hudson Police Department will continue to be an organization that operates in a cohesive, team-oriented fashion to provide quality service and dedication to the community.
- To scan all records files (L through Z) dated July, 1999 and prior into Content Central. Once the files are scanned the hard copies will be purged.
- The Hudson Police Department will address the opioid addiction crisis by way of a three-prong approach: This approach is a way to attack the crisis by emphasizing on: Education, Rehabilitation and Enforcement.
- It is a goal of the Hudson Police Department to ensure that our department identified those employees who are in need of assistance and will further provide them the assistance they through our C.I.S.M certified members.
- It is the top priority of the Hudson Police Department to improve our radio communications by upgrading our entire system with new technology. This will include updating our portable radios, our dispatch consoles and installing a new tower and antenna infrastructure.

### **Closing:**

On behalf of the Hudson Police Department I would like to thank the Citizens of Hudson, the Board of Selectmen, Town Administrator Steve Malizia, and my fellow Department Heads for their continued support and guidance.

To the employees of the Hudson Police Department; thank you for all your hard work and dedication throughout the year. We came together as a team, and I look forward to the many great things you will all do in the future.

It is an honor and a privilege to lead the men and women (sworn and civilian personnel) of the Hudson Police, but they are the reason the Hudson Police is a Nationally Accredited Agency!

Sincerely,

William M. Avery Jr.  
Chief of Police  
Town of Hudson, NH