

To: CALEA File  
From: William M. Avery, Chief of Police  
Date: 05 January 2021  
RE: 2020 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 all police employees are mirroring the department's policies and procedures.

The Hudson Police Department has two (2) types of Internal Investigations. The first being a Citizen Complaint; where a citizen contacts the Hudson Police Department Administration or Supervisor to file a complaint. The second being an Internal Investigation; where a member of the Hudson Police Department's Supervisory Staff initiates a complaint based on witnessing/hearing about inappropriate behavior or a violation of our policies and procedures.

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

There are four possible dispositions the Hudson Police Department utilizes when concluding a Citizen Complaint or Internal Investigation. They are as follows:

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

**Not Sustained:** This means the investigation failed to either prove or disprove the allegation(s).

**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 Complaints and Internal Investigations that were investigated by the Hudson Police Department over the last four (4) years. This report will give a synopsis for Citizen Complaints and Internal Investigation for 2020.

**Synopsis/Analysis:**

In 2020, the Hudson police Department responded to 31,066 calls for service while making 958 arrests.

We received four (4) Citizen Complaints and the Hudson Police Administration initiated three (3) Internal Investigations. In 2019, we had five (5) Citizen Complaints. When looking at the total amount of complaints versus the amount of documented contacts with the public the Hudson Police Employees perform their duties in a professional and caring manner.

The number of Citizen Complaints and Internal Investigations are reflected from the following Hudson Police Divisions:

- Administration Division 0
- Animal Control Division 0
- Communication Division 1
- Records Division 1
- Detective Division 0
- Support Services Division 0
- Legal Division 0
- Patrol Division (Total: 5)
  - A Squad 1
  - B Squad 3
  - C Squad 1

**2020 Complaint Results:** (Note: 2 of the 7 Investigations had multiple allegations)

Exonerated: 2  
Not Sustained: 4  
Sustained: 3  
Unfounded: 0

One of the sustained Internal Investigation resulted in the employee being terminated; while the other two sustained Internal Investigations resulted in “lengthy” suspensions.

