



Town of Hudson



2024 ANNUAL REPORT

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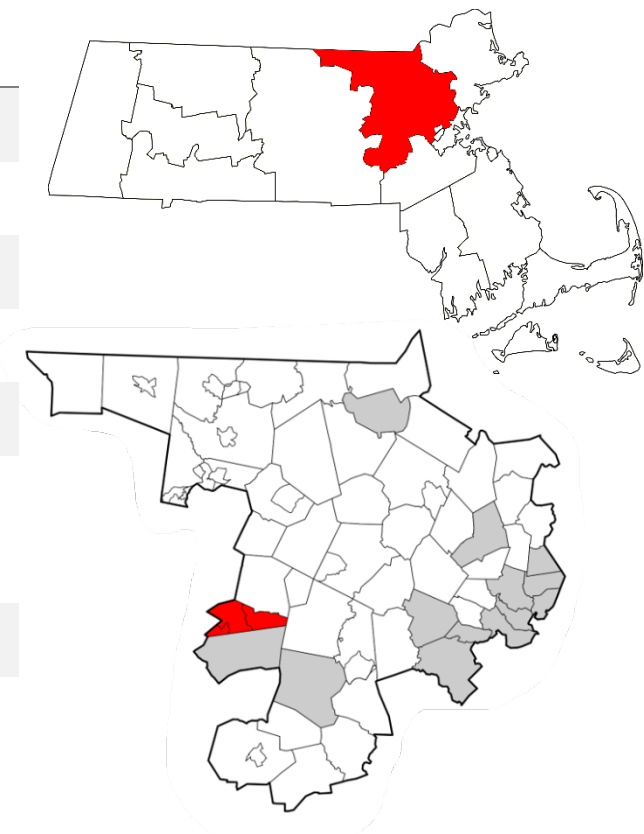
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Town Overview

DEMOGRAPHICS

POPULATION*	20,092
POPULATION DENSITY	1743
REGISTERED VOTERS	14,578
AVERAGE HOUSEHOLD SIZE	1.47
TOTAL HOUSEHOLDS	8,041
OWNER-OCCUPIED HOUSING UNIT RATE	74.5%
MEDIAN GROSS RENT	\$1,416

**2020 FEDERAL CENSUS FOR HUDSON MA*



GOVERNANCE

FORM OF GOVERNMENT	Select Board / Town Meeting
INCORPORATION DATE	1866
CHIEF MUNICIPAL OFFICIAL	Executive Assistant
POLICY BOARD	Select Board
SIZE OF POLICY BOARD	5
LEGISLATIVE BODY	Town Meeting

GEOGRAPHY

COUNTY	Middlesex
AREA	11.53 mi ²



Department Contact Information

<u>Department</u>	<u>Telephone</u>
Accounting	978-568-9630
Animal Control	978-897-5596
Assessor	978-568-9620
Board of Health	978-562-2020
Building / Inspections	978-568-9625
Collector	978-568-9610
Community Development / Planning	978-562-2989
Conservation Commission	978-562-2948
Council on Aging	978-568-9638
Executive Assistant / Select Board	978-562-9963
Fire Department	978-562-7069
Housing Authority	978-562-9268
Information Technology	978-562-2427
Library	978-568-9644
Light and Power	978-568-8736
Police	978-562-7122
Public Works	978-562-9333
Recreation	978-568-9642
School Department	978-567-6100
Town Clerk	978-568-9617
Treasurer	978-568-9605
Veterans	978-568-9635
 Police, Fire, Ambulance Emergency	 Dial 911

Town Office Hours

Town Hall 78 Main Street	Monday, Wednesday, Thursday: 8:00 am – 4:30 pm Tuesday: 8:00 am – 6:30 pm Friday: 8:00 am – 12:00 pm
Senior Center 29 Church Street	Monday through Friday: 8:00 am - 3:30 pm
Dept. Public Works 1 Municipal Drive	Monday, Wed, Thursday, Friday: 8:00 am – 3:30 pm Tuesday: 8:00 am – 6:30 pm
Public Library 3 Washington Street	Monday through Thursday: 9:00 am – 8:30 pm Friday: 9:00 am – 6:00 pm Saturday: 9:00 am – 5:00 pm
School Department 155 Apsley Street	Monday through Friday: 8:00 am – 4:00 pm (Subject to change in summer)
Light & Power 49 Forest Avenue	Monday, Tuesday, Thursday: 7:00 am – 5:00 pm Wednesday: 7:00 am – 6:00 pm

Presidential Primary

The “Votes Act” was passed in June 2022, which made several of the temporary voting changes from the COVID-19 pandemic, including allowing Absentee or Early Ballot by mail without restriction. Electronic ballot applications were also accepted. The Secretary of State mailed Early Voter applications to all registered voters who had not previously applied and prepaid return envelopes were provided with each ballot. The Town Clerk’s Office mailed a total of 2,593 ballots to registered voters in Hudson. Early voting hours were also offered from Saturday, Feb. 24; and Monday, Feb. 25 through Friday, March 1 at Town Hall. Advanced opening of ballots was done for the Presidential Primary.

The State Primary was held in accordance with the warrant on Tuesday, March 5, 2024 from 7:00 AM to 8:00 PM.

The Official Results are as follows: Precinct I registered 670 ballots with 326 Democrat, 330 Republican and 14 Libertarian, including 1 Absentee and 327 Early Voter ballots cast. Precinct II registered 612 ballots with 287 Democrat, 314 Republican and 11 Libertarian, including 3 Absentee and 270 Early Voter ballots cast. Precinct III registered 739 ballots with 366 Democrat, 366 Republican and 7 Libertarian, including with 3 Absentee and 323 Early Voter ballots cast. Precinct IV registered 872 ballots, with 417 Democrat, 450 Republican and 5 Libertarian, including 4 Absentee and 447 Early Voter ballots cast. Precinct V registered 886 ballots with 486 Democrat, 393 Republican and 7 Libertarian, including 0 Absentee and 523 Early Voter ballots cast. Precinct VI registered 547 ballots, with 269 Democrat, 276 Republican and 2 Libertarian, including 0 Absentee and 289 Early Voter ballots cast. A total of 4,326 votes were cast, including 2,151 Democrat, 2,129 Republican and 46 Libertarian. Total # of eligible voters: 14,518. Voter turnout: 30%. Results were announced at 11:15 PM.

CONSTABLE’S RETURN

MIDDLESEX SS.

February 7, 2024

By virtue of an order issued by the Board of Selectmen on February 5, 2024,

I did post this warrant on February 7, 2024 in the following places: one at

the Office of the Town Clerk, one at the Post Office, one at the Town House, and in the six precincts in said Town, seven days at least before the holding of said Primary.

Publication was made in the Community Advocate on February 16, 2024, said newspaper being published in the Town of Hudson.

S/ Steven Dana Bruce

Constable of the Town of Hudson

Received and Posted: February 7, 2024

A True Copy Attested: Joan M. Wordell,

Town Clerk, Hudson, Massachusetts

PRESIDENTIAL PRIMARY OFFICIALS

Precinct I

Warden: Joanne F. McIntyre (U)
 Clerk: William Charbonneau, Jr. (U)
 Inspectors: Rachel Foley (U)
 Jennifer Butler (U)

Precinct IV

Warden: Ruby Sherman (U)
 Clerk: Melony Walker (U)
 Inspectors: Mario DiMare (R)
 Katherine Plucinski (U)

Precinct II

Warden: Maryann Supernor (U)
 Clerk: Carol Wood (U)
 Inspectors: Kerin Shea (U)
 Linda Shea (U)

Precinct V

Warden: Donna Dupre (U)
 Clerk: John Kodis (U)
 Inspectors: David Simpson (U)
 William Leon (U)

Precinct III

Warden: Patricia Main (U)
 Clerk: Christine Fitzpatrick (D)
 Inspectors: Martha Berry (U)
 Kathleen Harrity (D)

Precinct VI

Warden: Leslie Perlmutter (U)
 Clerk: Alice Poirier (R)
 Inspectors: Susan Miles (U)
 Carole Perla (U)

PRESIDENTIAL PRIMARY RESULTS

Announced at 11:15 PM on March 5, 2024

DEMOCRAT

PRECINCTS	I	II	III	IV	V	VI	TOTAL
<u>PRESIDENTIAL PREFERENCE</u>							
Dean Phillips	10	33	22	25	20	11	121
Joseph R. Biden	272	212	307	350	418	217	1776
Marianne Williamson	12	16	14	9	11	10	72
No Preference	25	18	18	21	29	27	138
Write-Ins	2	6	4	9	7	2	30
Blanks	5	2	1	3	1	2	14
Totals	326	287	366	417	486	269	2151

STATE COMMITTEE MAN

James B. Eldridge	281	255	327	373	434	234	1904
Write-Ins	1	0	1	1	1	3	7
Blanks	44	32	38	43	51	32	240
Totals	326	287	366	417	486	269	2151

DEMOCRAT (Cont.)**PRECINCTS****I****II****III****IV****V****VI****TOTAL****STATE COMMITTEE WOMAN**

Kara M. Le Treize	272	241	310	344	411	216	1794
Write-Ins	2	2	1	3	2	4	14
Blanks	52	44	55	70	73	49	343
Totals	326	287	366	417	486	269	2151

TOWN COMMITTEE

Barbara W. Carvalho	227	205	272	301	376	187	1568
James Carvalho, Jr.	219	200	263	300	373	186	1541
Jane Fia Chertoff	217	194	259	301	350	185	1506
Ellen Carter Church	221	197	256	299	349	185	1507
James Edward Malloy	216	194	261	298	346	181	1496
Virginia L. Pickel	224	200	257	295	345	182	1503
Shanna L. Weston	217	200	260	297	347	188	1509
Phyllis E. Novick	217	194	258	292	370	185	1516
Marc J. Zimmerman	216	198	257	295	343	181	1490
Catherine Ruth Kroeger	218	195	258	298	348	186	1503
Brian R. White	214	195	259	295	343	183	1489
James Edward Mulligan, III	214	194	253	299	343	179	1482
David John Sheehan	215	193	253	308	346	180	1495
Sebastiana S. Gorham	212	194	259	292	342	178	1477
Shari Lynn Mathieu	222	196	260	293	346	184	1501
Thomas Charles Green	212	198	255	299	343	183	1490
Brenda Miele Soares	217	193	258	302	353	186	1509
Eva Birgitta Ryden	217	195	263	292	342	183	1492
Kevin C. Hunt	215	191	255	298	341	182	1482
Write-Ins	1	0	1	4	0	5	11
Blanks	7,279	6,319	7,893	8,937	10,364	5,926	46,718
Totals	11,410	10,045	12,810	12,595	17,010	9,415	75,285

PRESIDENTIAL PRIMARY RESULTS

Announced at 11:15 PM on March 5, 2024

REPUBLICAN

PRECINCTS	I	II	III	IV	V	VI	TOTAL
<u>PRESIDENTIAL PREFERENCE</u>							
Chris Christie	2	2	5	8	0	2	25
Ryan Binkley	0	1	1	1	0	0	3
Vivek Ramaswamy	0	2	2	1	1	0	6
Asa Hutchinson	0	0	0	0	0	0	0
Donald J. Trump	191	175	213	241	190	153	1163
Ron Desantis	2	2	0	1	6	0	11
Nikki Haley	133	127	139	197	186	112	894
No Preference	2	4	5	1	2	8	22
Write-Ins	0	1	1	0	2	0	4
Blanks	0	0	0	0	0	1	1
Totals	330	314	366	450	393	276	2129

STATE COMMITTEE MAN

Dave H. Lunger	196	199	233	272	249	165	1314
Write-Ins	2	6	6	9	3	3	29
Blanks	132	109	127	169	141	108	786
Totals	330	314	366	450	393	276	2129

STATE COMMITTEE WOMAN

Caroline Stewart Cunningham	187	188	230	216	219	148	1188
Write-Ins	14	24	14	68	32	19	171
Blanks	129	102	122	166	142	109	770
Totals	330	314	366	450	393	276	2129

TOWN COMMITTEE

Susan Dunnell	169	173	210	268	251	146	1217
James M. Gasek	139	164	182	193	218	129	1025
William M. Bushey	151	149	183	209	221	131	1044
Write-Ins	1	0	5	6	7	4	23
Blanks	11,087	10,492	12,227	15,074	13,058	9,250	71,188
Totals	11,547	10,978	12,807	15,750	13,755	9,660	74,497

PRESIDENTIAL PRIMARY RESULTS

Announced at 11:15 PM on March 5, 2024

LIBERTARIAN

PRECINCTS	I	II	III	IV	V	VI	TOTAL
<u>PRESIDENTIAL PREFERENCE</u>							
Jacob George Hornberger	1	1	0	0	1	0	3
Michael D. Rectenwald	1	2	0	0	1	0	4
Chase Russell Oliver	3	1	1	3	0	0	8
Michael Ter Maat	0	0	0	0	0	0	0
Lars Damian Mapstead	1	1	0	0	0	0	2
No Preference	1	2	3	2	2	0	10
Write-Ins	5	3	2	0	3	2	15
Blanks	2	1	1	0	0	0	4
Totals	14	11	7	5	7	2	46

STATE COMMITTEE MAN

Walter J. Ziobro	9	6	5	3	4	1	28
Write-Ins	0	0	0	0	0	0	0
Blanks	5	5	2	2	3	1	18
Totals	14	11	7	5	7	2	46

STATE COMMITTEE WOMAN

Write-Ins	3	4	0	0	2	0	9
Blanks	11	7	7	5	5	2	37
Totals	14	11	7	5	7	2	46

TOWN COMMITTEE

Write-Ins	0	1	0	0	3	0	4
Blanks	140	109	70	50	67	20	458
Totals	140	110	70	50	70	20	460

Annual Town Election

In-person Early Voting was offered for the Annual Town Election at Town Hall from Monday, April 29 to Friday, May 3; and Monday, May 6 to Wednesday, May 8 from 8 AM to 4:30 PM. Registered voters could also request a ballot via mail for the Annual Town Election. The Town Clerk's office mailed 2,562 early voting ballots. Precincts 1 and 5 voted at Hudson High School, Precinct 2 voted at the Glen Road Community Center, Precincts 3 and 4 voted at the David J. Quinn Middle School and Precincts 6 voted at Town Hall.

The annual meeting of election officers was held in accordance with the warrant on Monday May 13, 2023 from 7:00 AM to 8:00 PM.

The Official Results are as follows: Precinct I registered 235 ballots cast, including 169 early ballots and 1 absentee ballot. Precinct II registered 219 ballots cast, including 139 early ballots and 2 absentee ballots. Precinct III registered 280 ballots cast, including 198 early ballots and 1 absentee ballot. Precinct IV registered 281 ballots cast, including 197 early ballots and 2 absentee ballots. Precinct V registered 464 ballots cast, including 361 early ballots and 3 absentee ballots. Precinct VI registered 207 ballots cast, including 149 early ballots and 3 absentee ballots. A total of 1,686 votes were cast, including 1,213 early ballots and 12 total absentee ballots. Total # of eligible voters: 14,539. Voter turnout: 11%. Results were announced at 9:15 PM.

ANNUAL TOWN ELECTION OFFICIALS

Precinct I

Warden: Bill Charbonneau (U)
Acting Clerk: Susan Kappolous (U)
Inspectors: Nelia Cardoza (U)
Jennifer Butler (U)

Precinct IV

Warden: Ruby Sherman (U)
Clerk: Melony Walker (U)
Inspectors: Eric Blakeney (U)
Gail D'Amato (U)

Precinct II

Warden: Mary Ann Supernor (U)
Clerk: Deborah Joyce (U)
Inspectors: Karen Mayo (R)
Linda Shea (U)

Precinct V

Warden: Donna Dupre (U)
Clerk: John Kodis (U)
Inspectors: David Simpson (U)
Marilyn Correa (U)

Precinct III

Acting Warden: Linda Ghiloni (U)
Clerk: Christine Fitzpatrick (U)
Inspectors: Martha Berry (U)
Ann T. Jacobs (D)

Precinct VI

Warden: Leslie Perlmutter (U)
Clerk: Alice Poirier (R)
Inspectors: Susan Ruthroff (U)
Cheryl Murphy (R)

Annual Town Election Results

Announced at 9:15 PM on May 13, 2024
(*Indicates those elected)

PRECINCTS	I	II	III	IV	V	VI	Total
<u>SELECT BOARD - Three Years - Vote for TWO</u>							
Diane Gertrude Bemis*	155	160	184	203	398	155	1255
Steven Charles Sharek*	118	91	139	135	161	105	749
Brian R. White	94	97	156	134	168	81	730
Write-Ins	2	1	1	4	1	2	11
Blanks	101	89	80	86	200	71	627
Total	470	438	560	562	928	414	3372

<u>MODERATOR - One Year - Vote for ONE</u>							
Richard T. Harrity*	216	179	239	246	395	178	1453
Write-Ins	1	1	0	1	1	0	4
Blanks	18	39	41	34	68	29	229
Total	235	219	280	281	464	207	1686

<u>SCHOOL COMMITTEE - Three Years - Vote for THREE</u>							
Christopher Paul Yates*	201	180	241	240	378	176	1416
Write-Ins	7	9	9	16	12	18	71
Zach Maule*	14	6	29	19	13	9	90
Marcia Mitchell*	2	17	5	5	4	4	37
Blanks	481	445	556	563	985	414	3444
Total	705	657	840	843	1392	621	5058

<u>TRUSTEES of BENEVOLENT FUNDS- Three Years - Vote for ONE</u>							
Anthony Louis Buscemi*	194	170	235	234	357	172	1362
Write-Ins	0	0	0	1	0	0	1
Blanks	41	49	45	46	107	35	323
Total	235	219	280	281	464	207	1686

<u>HOUSING AUTHORITY- Five Years - Vote for ONE</u>							
Write-Ins	4	5	5	9	6	4	33
Jan Girard	0	1	0	0	4	0	5
Blanks	231	213	275	272	454	203	1648
Total	235	219	280	281	464	207	1686

<u>MUNICIPAL LIGHT BOARD- Three Years – Vote for ONE</u>							
Thomas Charles Green*	202	168	242	239	370	176	1397
Write-Ins	0	0	2	1	0	1	4
Blanks	33	51	36	41	94	30	285
Total	235	219	280	281	464	207	1686

Write-Ins	1	4	5	8	7	5	30
James Roan*	7	9	19	11	10	14	70
Blanks	227	206	256	262	447	188	1586
Total	235	219	280	281	464	207	1686

Matthew C. Gallen*	194	159	233	227	358	166	1337
Write-Ins	0	0	0	0	0	1	1
Blanks	41	60	47	54	106	40	348
Total	235	219	280	281	464	207	1686

Christopher Capobianco	102	103	136	115	188	94	738
Patricia Ann MacMunn*	116	85	120	130	209	99	759
Write-Ins	0	0	1	0	2	2	5
Blanks	17	31	23	36	65	12	184
Total	235	219	280	281	464	207	1686

Robert L. D'Amelio*	181	159	220	211	354	158	1283
Rodney G. Frias*	165	163	215	216	327	163	1249
Write-Ins	0	3	0	3	3	1	10
Blanks	124	113	125	132	244	92	830
Total	470	438	560	562	928	414	3372

Joseph Paul Mitchell*	201	173	237	229	360	172	1372
Write-Ins	0	3	1	0	4	1	9
Blanks	34	43	42	52	100	34	305
Total	235	219	280	281	464	207	1686

Thomas Edward Garrity*	204	177	246	234	376	177	1414
Write-Ins	0	0	1	0	3	0	4
Blanks	31	42	33	47	85	30	268
Total	235	219	280	281	464	207	1686

PRECINCTS

	I	II	III	IV	V	VI	Total
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CONSTABLE – Three Years – Vote for ONE

Michael D. Schreiner*	196	162	233	230	370	178	1369
Write-Ins	3	1	2	0	0	0	6
Blanks	36	56	45	51	94	29	311
Total	235	219	280	281	464	207	1686

CONSTABLE – Two Years (To fill a vacancy) – Vote for ONE

Write-Ins	1	2	1	10	3	3	20
Dan Mitchell*	0	3	0	0	0	0	3
Blanks	234	214	279	271	461	204	1663
Total	235	219	280	281	464	207	1686

BOARD OF ASSESSORS – Three Years – Vote for ONE

Joanne F. McIntyre*	203	170	241	226	375	175	1390
Write-Ins	0	0	0	1	0	0	1
Blanks	32	49	39	54	89	32	295
Total	235	219	280	281	464	207	1686

State Primary

The “Votes Act” was passed in June 2022, which made several of the temporary voting changes from the COVID-19 pandemic, including allowing Absentee or Early Ballot by mail without restriction. Electronic ballot applications were also accepted. The Secretary of State mailed Early Voter applications to all registered voters who had not previously applied and prepaid return envelopes were provided with each ballot. The Town Clerk’s Office mailed a total of 3,257 ballots to registered voters in Hudson. Early voting hours were also offered from Saturday, Aug. 24; and Monday, Aug. 26 through Friday, Aug. 30 at Town Hall.

The State Primary was held in accordance with the warrant on Tuesday, September 3, 2024 from 7:00 AM to 8:00 PM.

The Official Results are as follows: Precinct I registered 324 total ballots with 239 Democrat, 83 Republican and 2 Libertarian, with 1 Absentee and 248 Early Voter ballots cast. Precinct II registered 293 total ballots with 211 Democrat, 80 Republican and 2 Libertarian, with 1 Absentee and 202 Early Voter ballots cast. Precinct III registered 361 total ballots with 263 Democrat, 97 Republican and 1 Libertarian, with 2 Absentee and 273 Early Voter ballots cast. Precinct IV registered 455 total ballots, with 319 Democrat, 135 Republican and 1 Libertarian, with 2 Absentee and 328 Early Voter ballots cast. Precinct V registered 537 total ballots with 424 Democrat, 111 Republican and 2 Libertarian, with 0 Absentee and 431 Early Voter ballots cast. Precinct VI registered 323 total ballots, with 223 Democrat, 96 Republican and 4 Libertarian, with 0 Absentee and 245 Early Voter ballots cast. A total of 2,293 votes were cast, 1,679 Democrat and 602 Republican and 12 Libertarian including 1,727 Early Voter ballots cast and 6 Absentee voter ballots cast. Total # of eligible voters: 14,745. Voter turnout: 15%. Results were announced at 10:00 PM.

CONSTABLE’S RETURN

MIDDLESEX SS.

August 22, 2024

By virtue of an order issued by the Board of Selectmen on July 29, 2024,

I did post this warrant on August 22, 2024 in the following places: one at

the Office of the Town Clerk, one at the Post Office, one at the Town House, and in the six precincts in said Town, seven days at least before the holding of said Primary.

Publication was made in the Community Advocate on August 23, 2024, said newspaper being published in the Town of Hudson.

S/ Steven Dana Bruce

Constable of the Town of Hudson

Received and Posted: August 22, 2024

A True Copy Attested: Joan M. Wordell,

Town Clerk, Hudson, Massachusetts

STATE PRIMARY OFFICIALS

Precinct I

Warden: William Charbonneau, Jr. (U)
 Clerk: Katherine Plucinski (U)
 Inspectors: Robert Canfield (U)
 Heather Haskins (U)

Precinct IV

Warden: Ruby Sherman (U)
 Clerk: Melony Walker (U)
 Inspectors: Gail D'Amato (U)
 Mario DiMare (R)

Precinct II

Warden: Maryann Supernor (U)
 Clerk: David Simpson (U)
 Inspectors: Kim Horton (D)
 Linda Shea (U)

Precinct V

Warden: Donna Dupre (U)
 Clerk: John Kodis (U)
 Inspectors: George Pellerin (U)
 Bernice Chandler-Petrovick (U)

Precinct III

Warden: Patricia Main (U)
 Clerk: Christine Fitzpatrick (U)
 Inspectors: Rosemary Corley (D)
 Ann Jacobs (D)

Precinct VI

Warden: Leslie Perlmutter (U)
 Clerk: Alice Poirier (R)
 Inspectors: Inez Fontes (U)
 Heather Ruthroff (U)

STATE PRIMARY RESULTS Announced at 10:00 PM on September 3, 2024

	DEMOCRAT						
PRECINCTS	I	II	III	IV	V	VI	TOTAL
SENATOR IN CONGRESS							
Elizabeth Ann Warren	222	200	246	305	398	211	1582
Write-Ins	0	2	4	3	6	3	18
Blanks	17	9	13	11	20	9	79
Totals	239	211	263	319	424	223	1679

REPRESENTATIVE IN CONGRESS							
Lori Loureiro Trahan	222	201	249	307	410	209	1598
Write-Ins	0	1	1	1	0	2	5
Blanks	17	9	13	11	14	12	76
Totals	239	211	263	319	424	223	1679

COUNCILOR							
Marilyn M. Petitto Devaney	128	121	143	167	257	120	936
Mara Dolan	85	75	102	136	144	88	630
Write-ins	0	0	0	0	0	1	1
Blanks	26	15	18	16	23	14	112
Totals	239	211	263	319	424	223	1679

SENATOR IN GENERAL COURT

James B. Eldridge	223	199	247	307	403	205	1584
Write-Ins	0	0	0	0	1	1	2
Blanks	16	12	16	12	20	17	93
Totals	239	211	263	319	424	223	1679

REPRESENTATIVE IN GENERAL COURT

Kate Hogan	226	202	248	304	407	208	1595
Write-Ins	0	2	0	4	1	2	9
Blanks	13	7	15	11	16	13	75
Totals	239	211	263	319	424	223	1679

CLERK OF COURTS

Michael A. Sullivan	213	189	238	286	393	202	1521
Write-Ins	0	1	1	1	0	0	3
Blanks	26	21	24	32	31	21	155
Totals	239	211	263	319	424	223	1679

REGISTER OF DEEDS

Maria C. Curtatone	214	193	241	287	396	200	1531
Write-Ins	0	1	2	0	0	0	3
Blanks	25	17	20	32	28	23	145
Totals	239	211	263	319	424	223	1679

STATE PRIMARY RESULTS
Announced at 10:00 PM on September 3, 2024

REPUBLICAN**PRECINCTS I II III IV V VI TOTAL****SENATOR IN CONGRESS**

Robert J. Antonellis	22	20	19	38	28	25	152
Ian Cain	4	8	7	15	11	10	55
John Deaton	54	50	70	81	70	59	384
Write-Ins	0	1	0	0	0	0	1
Blanks	3	1	1	1	2	2	10
Totals	83	80	97	135	111	96	602

REPRESENTATIVE IN CONGRESS

Write-Ins	6	11	16	11	8	11	63
Blanks	77	69	81	124	103	85	539
Totals	83	80	97	135	111	96	602

SENATOR IN GENERAL COURT

Write-Ins	0	2	0	0	2	1	5
Blanks	2	0	1	1	0	3	7
Totals	2	2	1	1	2	4	12

REPRESENTATIVE IN GENERAL COURT

Write-Ins	0	2	0	0	2	1	5
Blanks	2	0	1	1	0	3	7
Totals	2	2	1	1	2	4	12

CLERK OF COURTS

Write-Ins	0	2	0	0	2	2	6
Blanks	2	0	1	1	0	2	6
Totals	2	2	1	1	2	4	12

REGISTER OF DEED

Write-Ins	0	2	0	0	2	2	6
Blanks	2	0	1	1	0	2	6
Totals	2	2	1	1	2	4	12

State Election

The “Votes Act” was passed in June 2022, which made several of the temporary voting changes from the COVID-19 pandemic, including allowing Absentee or Early Ballot by mail without restriction. Electronic ballot applications were also accepted. The Secretary of State mailed Early Voter applications to all registered voters who had not previously applied and prepaid return envelopes were provided with each ballot. The Town Clerk’s Office mailed a total of 4,438 ballots to registered voters in Hudson. Early voting hours were also offered Saturday, Oct. 19; Monday, Oct. 21 through Saturday, Oct. 26; and Monday, Oct. 28 through Friday, Nov. 1 at Town Hall. During the in-person early voting period, 1,975 voters cast their ballot.

The State Election was held in accordance with the warrant on Tuesday, November 5, 2024 from 7:00 AM to 8:00 PM.

The Official Results are as follows: Precinct I registered 1,858 total ballots, with 8 Absentee and 889 Early Voter ballots cast. Precinct II registered 1,621 total ballots with 7 Absentee and 729 Early Voter ballots cast. Precinct III registered 1,945 total ballots with 6 Absentee and 903 Early Voter ballots cast. Precinct IV registered 2,284 total ballots, with 9 Absentee and 1,229 Early Voter ballots cast. Precinct V registered 2,158 total ballots with 10 Absentee and 1,278 Early Voter ballots cast. Precinct VI registered 1,549 total ballots, with 7 Absentee and 821 Early Voter ballots cast. A total of 11,415 votes were cast, 5,849 In-Person Early and Vote by Mail ballots cast and 47 Absentee voter ballots cast. Total # of eligible voters: 14,972. Voter turnout: 76%. Results were announced at 10:55 PM.

CONSTABLE’S RETURN

MIDDLESEX SS.

October 28, 2024

By virtue of an order issued by the Board of Selectmen on October 21, 2024,

I did post this warrant on October 28, 2024 in the following places: one at

the Office of the Town Clerk, one at the Post Office, one at the Town House, and in the six precincts in said Town, seven days at least before the holding of said Primary.

Publication was made in the Community Advocate on October 28, 2024, said newspaper being published in the Town of Hudson.

S/ Michael Schreiner

Constable of the Town of Hudson

Received and Posted: October 28, 2024

A True Copy Attested: Joan M. Wordell,

Town Clerk, Hudson, Massachusetts

STATE PRIMARY OFFICIALS

Precinct I

Warden: William Charbonneau, Jr. (U)
 Clerk: David Simpson (U)
 Inspectors: Robert Canfield (U)
 Robert LeBlanc (R)

Precinct IV

Warden: Ruby Sherman (U)
 Clerk: Melony Walker (U)
 Inspectors: Gabriella Catalano (U)
 Mario DiMare (R)

Precinct II

Warden: Maryann Supernor (U)
 Clerk: Carol Wood (U)
 Inspectors: Kim Horton (D)
 Linda Shea (U)

Precinct V

Warden: Donna Dupre (U)
 Clerk: John Kodis (U)
 Inspectors: Marianne Vergano-Laughton (U)
 Marilyn Correa (R)

Precinct III

Warden: Patricia Main (U)
 Clerk: Christine Fitzpatrick (U)
 Inspectors: Rosemary Corley (D)
 Kathleen Harrity (D)

Precinct V

Warden: Leslie Perlmutter (U)
 Clerk: Alice Poirier (R)
 Inspectors: Inez Fontes (U)
 Mary Walling (U)

STATE PRIMARY RESULTS Announced at 10:55 PM on November 5, 2024

PRECINCTS I II III IV V VI TOTAL ELECTORS OF PRESIDENT AND VICE PRESIDENT

Ayyadurai and Ellis	14	16	12	20	14	7	83
De La Cruz and Garcia	4	1	3	13	4	6	31
Harris and Waltz	1118	957	1121	1319	1379	899	6793
Oliver and Ter Maat	11	17	14	11	14	7	74
Stein and Caballero-Roca	12	14	12	14	14	13	79
Trump and Vance	668	595	753	859	684	594	4153
Write-Ins	14	10	7	19	19	8	77
Blanks	23	16	27	31	31	15	143
Totals	1864	1626	1949	2286	2159	1549	11433

SENATOR IN CONGRESS – THIRD DISTRICT

Elizabeth Ann Warren	1073	907	1079	1240	1290	867	6456
John Deaton	750	677	832	984	829	645	4717
Write-Ins	2	2	1	1	1	2	9
Blanks	39	40	37	61	39	35	251
Totals	1864	1626	1949	2286	2159	1549	11433

REPRESENTATIVE IN CONGRESS

Lori Loureiro Trahan	1396	1200	1425	1614	1628	1147	8410
Write-ins	25	13	7	20	16	19	100
Blanks	443	413	517	652	515	383	2923
Totals	1864	1626	1949	2286	2159	1549	11433

COUNCILOR

Mara Dolan	1353	1156	1373	1566	1577	1105	8130
Write-Ins	10	9	49	16	9	12	105
Blanks	501	461	527	704	573	432	3198
Totals	1864	1626	1949	2286	2159	1549	11433

SENATOR IN GENERAL COURT

James B. Eldridge	1385	1183	1413	1607	1606	1135	8329
Write-Ins	11	13	10	18	10	14	76
Blanks	468	430	526	661	543	400	3028
Totals	1864	1626	1949	2286	2159	1549	11433

REPRESENTATIVE IN GENERAL COURT

Kate Hogan	1428	1195	1466	1645	1655	1147	8536
Write-Ins	10	9	7	17	19	11	73
Blanks	426	422	476	624	485	391	2824
Totals	1864	1626	1949	2286	2159	1549	11433

CLERK OF COURTS

Michael A. Sullivan	1359	1171	1383	1564	1597	1101	8175
Write-Ins	4	9	7	2	1	9	32
Blanks	501	446	559	720	561	439	3226
Totals	1864	1626	1949	2286	2159	1549	11433

REGISTER OF DEEDS

Maria C. Curtatone	1042	897	1071	1240	1295	882	6427
William "Billy" Tauro	531	510	577	709	578	426	3331
Write-Ins	6	3	2	5	14	1	31
Blanks	285	216	299	332	272	240	1644
Totals	1864	1626	1949	2286	2159	1549	11433

QUESTION #1

Yes	1252	1101	1299	1571	1481	1012	7716
No	501	422	545	581	553	426	3028
Blanks	111	103	105	134	125	111	689
Totals	1864	1626	1949	2286	2159	1549	11433

QUESTION #2

Yes	1129	965	1178	1293	1294	888	6747
No	692	627	724	943	820	604	4410
Blanks	43	34	47	50	45	57	276
Totals	1864	1626	1949	2286	2159	1549	11433

QUESTION #3

Yes	892	785	916	1028	1026	761	5408
No	853	757	921	1135	1008	676	5350
Blanks	119	84	112	123	125	112	675
Totals	1864	1626	1949	2286	2159	1549	11433

QUESTION #4

Yes	789	758	826	947	862	683	4845
No	990	815	1055	1267	1221	800	6148
Blanks	85	53	68	72	76	86	440
Totals	1864	1626	1949	2286	2159	1549	11433

PRECINCTS**QUESTION #5**

Yes	551	500	554	648	680	531	3464
No	1228	1058	1337	1571	1384	939	7517
Blanks	85	68	58	67	95	79	452
Totals	1864	1626	1949	2286	2159	1549	11433

QUESTION #6

Yes	997	954	1002	1183	1098	870	6104
No	658	540	785	902	870	534	4289
Blanks	209	132	162	201	191	145	1040
Totals	1864	1626	1949	2286	2159	1549	11433

Special Town Meeting

WARRANT



Town of Hudson
Monday, November 18, 2024
Finance Committee
Report and Recommendations

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Finance Committee

To the residents of the Town of Hudson:

Per the authority vested in the Finance Committee according to M.G.L. chapter 39, section 16, the Town of Hudson Municipal Charter, and the Town of Hudson General Bylaws, the Committee makes the following report for the Articles included in the Town of Hudson, November 18, 2024, Special Town Meeting Warrant based upon consideration of the Articles at public hearings with the sponsors and/or petitioners.

Article 1 – FY2025 Budget Adjustments

This article gives the Town the ability to make adjustments to the current year operating budget as further budget information is available from the state and other sources.

Hudson's FY2025 assessment from the Assabet Valley Regional Technical High School has been increased by \$1,049 due to changes made in the final FY2025 State Budget relative to the required minimum local contribution for the member communities. This amount will be transferred from the Town's FY2025 Health Insurance Appropriation to the FY2025 Assabet Valley Regional Technical High School assessment to resolve the deficit.

Article 2 – Prior Year Bills

Massachusetts G.L., Chapter 44, Section 64, requires that a bill of prior year, that is, an invoice received after the Town closes its books for the fiscal year, must be presented to Town Meeting for authorization to pay with current year funds. Bills totaling \$2,894.75 were submitted after the FY24 close. The bills will be paid by appropriating current year funds from the respective departments. A 9/10ths vote is required for passage.

Article 3 – Transfer to Stabilization Fund

This article authorizes the transfer of a sum of money to the Town's Stabilization Fund. Town Meeting may, by a majority vote, transfer funds into this account and may by a two-thirds vote, appropriate funds out for any lawful purpose.

Article 4 – Amend Sewer Enterprise Fund Budget

This article amends the Sewer Enterprise Budget that was approved at the Annual Town Meeting. Subsequent to that meeting a decision was made to contract for plant operations rather than staff internally. Contract expenditures are expenses. This article shifts the budget funding from salaries to expenses. No change in costs.

Article 5 – Wastewater Pump Station Upgrades – Borrowing

Based on the recommendations of the 2017 Wastewater Pumping Station Asset Management Plan and operator experiences, the Town has prioritized Farina, Johnson, Avon, Central, and Municipal Drive Pump Stations for immediate improvements. The town has 15 pump stations. This project has been submitted to the state for approval for financing through the SRF (State Revolving Fund). Debt service will be funded through the Sewer Enterprise Fund. The sum to be borrowed is \$6,716,000.

Article 6 – Transfer of Funds: School Department

The funding source comes from balances remaining in the Farley, Forest Ave, and Hubert Fire Alarm accounts from projects funded from Free Cash in 2016 – 2020. Town Meeting must authorize using these funds for a different purpose.

Article 7 – Transfer of Funds: School Department

The funding sources are balances remaining from Admin Chimney, Farley, Hubert repairs funded from Free Cash in 2017 - 2020 and funds, as needed, from the Facilities Rental Revolving Account which is used for building maintenance. Costs are estimated pending bids.

Article 8 – Authorize Select Board to Pursue Additional Wine & Malt Beverage Package Store Alcohol License for Hudson Hives at 45 Main Street

This Article authorizes a Home Rule Petition for an off premises beer and wine license. The beer and wine license quota is 1 per 5,000 population. Hudson has used the full quota. Beer and wine licenses are location specific.

Article 9 – Amend Protective Zoning By-Laws

The Town of Hudson adopted an ADU zoning by-law in 2007, which allows for attached and detached Accessory Dwelling Units (ADU) less than 900 square feet in single family zoning districts via Special Permit of the Zoning Board of Appeals.

The State's Affordable Homes Act, which takes effect 2/2/2025 requires municipalities to allow ADUs by-right in any single-family zoning district, and prohibits a municipality from requiring a discretionary zoning approval (special permit) for an ADU. The purpose of this Zoning Article is to bring the Town into compliance with the new provisions in State Statute.

Article 10 – Amend Protective Zoning By-Laws

This Article makes corrections to the Town's Zoning Map. This Article does change any zoning.

Article 11 – Amend Protective Zoning By-Laws

This Article corrects a number of scrivener's errors. This Article does not change any zoning.

Article 12 –Petitioned Article – Amend General Bylaws – Polystyrene Reduction Bylaw

The petitioner is withdrawing this Article.

The Finance Committee:

Sam Calandra, Chairman

Eugenia Vineyard, Vice Chair

Claudinor Salomão, Guy Beaudette, Jillian Jagling, Robert Clark, Steve Forti, Joseph McNealy

TOWN WARRANT
THE COMMONWEALTH OF MASSACHUSETTS
Middlesex, ss.

To any of the constables of the Town of Hudson in the County of Middlesex,
Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to
notify and warn the inhabitants of the Town of Hudson, qualified to vote in elections and on
Town affairs, to assemble in the Hudson High School, 69 Brigham Street, in said Town on

MONDAY, THE EIGHTEENTH DAY OF

NOVEMBER, 2024

at 7:30 o'clock in the evening. Then and there to act on the following articles to wit:

ARTICLE 1 FY2025 Budget Adjustments

To see if the Town will vote to amend the votes taken under Article 3 of the 2024 Annual Town Meeting (May 6, 2024), appropriations and transfers under the Omnibus Budget Article, to raise and appropriate, and/or to transfer from available funds in the Treasury to supplement appropriations under the Omnibus Budget Article; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 1: The Finance Committee has deferred action on this article and will present its recommendation at Town meeting.

ARTICLE 2 Prior Year Bills

To see if the Town will vote to appropriate the sum of \$2,894.75 for the purpose of paying prior year bills for costs incurred in previous fiscal years per General Laws, Chapter 44, Section 64; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 2: The Finance Committee voted 8-0-0 to recommend the subject matter of this article.

ARTICLE 3 Transfer To Stabilization Fund

To see if the Town will raise and appropriate and/or transfer from available funds in the Treasury a sum of money to the Stabilization Fund; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 3: The Finance Committee has deferred action on this article and will present its recommendation at Town meeting.

ARTICLE 4 Amend Sewer Enterprise Fund Budget

To see if the Town will vote to amend the votes taken pursuant to Article 10 of the Annual Town Meeting (May 6, 2024), Sewer Enterprise Fund, and to appropriate or transfer from available funds a sum of money to supplement the Sewer Enterprise Article's Annual Town Meeting budget appropriations; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 4: The Finance Committee has deferred action on this article and will present its recommendation at Town meeting.

ARTICLE 5 Wastewater Pump Station Upgrades - Borrowing

To See if the Town will vote to borrow pursuant to General Laws, Chapter 44, Section 7, clauses (1) and (7), as amended, or any other enabling authority, the sum of \$6,716,000, or any other sum, for the purpose of engineering services, replacement, rehabilitation, and installation of various equipment and facility upgrades within the wastewater pump stations, and to authorize the Treasurer, with approval of the Select Board, to issue any bonds or notes approved by this vote, or take any other action relative thereto.

Executive Assistant
Director of Public Works
Finance Director
Select Board

Article 5: The Finance Committee voted 7-0-1 to recommend the subject matter of this article.

ARTICLE 6 Transfer of Funds: School Department

To see if the Town will vote to appropriate the sum of \$64,162 for the purchase and installation of a new intercom system at the Farley Elementary School, and to meet said appropriation by transferring said sum from the following capital accounts:

Original Appropriation	Appropriation Date	Authorized Amount	Current Balance
Farley Fire Alarm	5/7/2018	\$35,000	\$35,000
Farley Fire Alarm	5/1/2017	\$80,000	\$16,900
Forest Fire Alarm	5/2/2016	\$80,000	\$6,840
Hubert Fire Alarm	5/4/2020	\$42,000	\$5,422
TOTAL			\$64,162

or take any other action relative thereto.

Superintendent of Schools
Finance Director
Executive Assistant

Article 6: The Finance Committee voted 7-1-0 to recommend the subject matter of this article.

ARTICLE 7 Transfer of Funds: School Department

To see if the Town will vote to appropriate the sum of \$56,381 for the design, engineering, and construction of a new boiler at the Quinn Middle School, and to meet said appropriation by transferring said sum from the following capital accounts:

Original Appropriation	Appropriation Date	Authorized Amount	Current Balance
Admin Chimney	5/1/2017	\$101,000	\$7,810
Farley Ext Repairs	5/2/2020	\$65,000	\$36,646
Hubert LED Lights	5/4/2020	\$20,000	\$11,925
TOTAL			\$56,381

or take any other action relative thereto.

Superintendent of Schools
Finance Director
Executive Assistant

Article 7: The Finance Committee voted 8-0-0 to recommend the subject matter of this article.

ARTICLE 8 Authorize Select Board to Pursue Additional Wine & Malt Beverage Package Store Alcohol License for Hudson Hives at 45 Main Street

To see if the Town will vote to authorize the Select Board to petition the General Court to adopt legislation allowing for the Town to grant one (1) additional license for the sale of wine and malt beverages to be consumed off-premises to Hudson Hives, located at 45 Main Street, Suite 203, Hudson, MA; The General Court, with the approval of the Hudson Select Board, is authorized to make constructive changes to the language of this Home Rule petition that would accomplish the general public objectives of this petition; or take any other action relative thereto.

Executive Assistant
Select Board

Article 8: The Finance Committee voted 8-0-0 to recommend the subject matter of this article.

ARTICLE 9 Amend Protective Zoning By-Laws:

To see if the Town will vote to amend the Town's Protective Zoning By-law by taking the following steps:

Amend the following within Section 5.2.6 Accessory Dwelling Units:

- 1) Strike the language within Section 5.2.6.2 (6) in its entirety
- 2) Strike the language within Section 5.2.6.2 (7) in its entirety
- 3) Strike the language within Section 5.2.6.3 (1) in its entirety and replace with the following language: **A Building Permit application for an Accessory Dwelling Unit shall be filed with the Building Commissioner.**
- 4) Strike the language within Section 5.2.6.3 (2) and replace with the following language: **The Accessory Dwelling Unit shall comply with dimensional standards in Section 7.3 and Section 7.2.1.3 and relief from thereof shall not be granted except as noted in Section 5.2.6.4 (1)**
- 5) Strike the language within Section 5.2.6.4. 1. and replace with the following language:

The Building Commissioner shall issue a Building Permit authorizing the installation and use of an accessory dwelling unit in a single-family home or lot provided the following conditions are met.

- 6) Strike the language within Section 5.2.6.4. 1. (a) and replace with the following language: ***The accessory dwelling may be located in the single-family dwelling.***
- 7) Strike the language within Section 5.2.6.4. 1. (b) and replace with the following language: ***The single-family dwelling may be altered to include an accessory dwelling unit.***
- 8) Strike the language within Section 5.2.6.4. 1. (c) and replace with the following language: ***The accessory dwelling unit shall consist of a complete, separate housekeeping unit containing both kitchen and bath.***
- 9) Strike the language within Section 5.2.6.4. 1. (d) in its entirety and replace with the following language: ***Pursuant to MGL Chapter 40A Section 3A, more than one accessory dwelling unit within a single-family home or house lot shall require a Special Permit from the Zoning Board of Appeals pursuant to MGL Chapter 40A Section 9 and Section 9.2 of the Hudson Zoning By-laws.***
- 10) Strike the language within Section 5.2.6.4. 1. (e) in its entirety.
- 11) Strike the language within Section 5.2.6.4. 1. (g) in its entirety and replace with the following language: ***The habitable area of the accessory dwelling shall not exceed ½ the gross floor area of the principal dwelling or 900 square feet, whichever is smaller.***
- 12) Strike the language within Section 5.2.6.4. 1. (h) and replace with the following language: ***An accessory dwelling unit may not have more than two bedrooms.***
- 13) Strike the word **two** and replace with the word **one** in the first sentence of Section 5.2.6.4 1. (j)
- 14) Add a new Section 5.2.6.4.1. (l) with the following language: ***The use of the accessory dwelling unit for short-term rentals, as defined in MGL Chapter 64G Section 1, shall be prohibited.***
- 15) Add the following language before the first sentence in Section 5.2.6.4. 2.: ***The accessory dwelling unit shall comply with the dimensional requirements pursuant to Section 7.3 and Section 7.2.1.3 of this By-law.***
- 16) Strike the language within Section 5.2.6.4. 3. in its entirety.
- 17) Strike the language within Section 5.2.6.4 4. in its entirety.
- 18) Strike the language within Section 5.2.6.4. 5. in its entirety.
- 19) Strike the words “special permit” and replace with the words “building permit” in Section 5.2.6.4.6.
- 20) Strike the language within Section 5.2.6.5 (5) in its entirety and replace with the following language: ***Construction or use according to the building permit shall conform to any subsequent amendments to these provisions, MGL Chapter 40A, and/or Massachusetts Building Code unless the construction or use is begun within a period of not more than six months after the issuance of the building permit before the effective date of the amendments. To qualify for the exemption, construction must be completed in a continuous and expeditious manner.***
- 21) Strike the word **ZBA** in the R60, R40, R30, and R15 single-family residential districts and replace with **Y** in the Table of Use Regulations for Accessory Dwelling Units

Or take any other action related thereto.

Planning Board

Article 9: The Finance Committee voted 6-1-1 to recommend the subject matter of this article.

ARTICLE 10 Amend Protective Zoning By-Laws:

To see if the Town will vote to amend the Town's Protective Zoning By-law by talking the following steps:

Update the current Official Zoning Map of the Town of Hudson, Massachusetts, dated November 2023:

- Reinsert three district boundaries – Southwesterly R15, West central NB, and Southcentral NB;
- Correct mislabeling of the Northeasterly portion of MH to MR, Central IA to NB, Central GB1 to NB, and portion;
- Update title to Official Zoning Map of the Town of Hudson, Massachusetts Dated November 2024.

Or take any other action relative thereto.

Planning Board

Article 10: The Finance Committee voted 6-1-1 to recommend the subject matter of this article.

Notes: This Article does not change or alter the existing Zoning District boundaries or use regulations.

ARTICLE 11 Amend Protective Zoning By-Laws:

To see if the Town will vote to amend the Town's Protective Zoning By-laws by talking the following steps:

1. Update the following section numbers:
 - a. Section 5.2 "Residential Districts" now **Section 5.4 "Residential Districts" including all subsections;**
 - b. Section 5.3 "Commercial Districts" now **Section 5.5 "Commercial Districts" including all subsections;**
 - c. Section 5.4 "DB Zoning District" now **Section 5.6 "DB Zoning District" including all subsections;**
 - d. Section 5.4 "Limited Commercial and Light Industrial District (LCLI)" now **Section 5.7 "Limited Commercial and Light Industrial District (LCLI)" including all subsections – with spelling correction of "District";**
 - e. Section 5.5 "Industrial Districts" now **Section 5.8 "Industrial Districts" including all subsections;**
 - f. Section 5.6 "Open Space Residential Development" now **Section 5.9 Open**

-
- Space Residential Development” including all subsections;**
- g. Section 6.2 “Floodplain/Wetland District” now **Section 6.1 “Floodplain/Wetland District” including all subsections;**
 - h. Section 6.3 “Retirement Community Overlay District” now **Section 6.2 “Retirement Community Overlay District” including all subsections;**
 - i. Section 6.4 “Wireless Community Facilities” now **Section 6.3 “Wireless Community Facilities” including all subsections;**
 - j. Section 6.5 “Adaptive Re-Use Overlay District” now **Section 6.4 “Adaptive Re-Use Overlay District” including all subsections;**
 - k. Section 6.6 “Temporary Moratorium on Medical Marijuana Treatment Centers and The Sale & Distribution of Drug Paraphernalia” now **Section 6.5 “Temporary Moratorium on Medical Marijuana Treatment Centers and The Sale & Distribution of Drug Paraphernalia” including all subsections;**
 - l. Section 6.7 “Medical Marijuana Treatment Centers Overlay District” now **Section 6.6 “Medical Marijuana Treatment Centers Overlay District” including all subsections;**
 - m. Section 6.8 “Recreational Marijuana Overlay District” now **Section 6.7 “Recreational Marijuana Overlay District” including all subsections;**
 - n. Section 6.9 “Marijuana Industrial Overlay District” now **Section 6.8 “Marijuana Industrial Overlay District” including all subsections;**
- 2. Update Section 5.2.1 with the November 2024 map date and replace Appendix A with the November 2024 map.
 - 3. Add Neighborhood Business District (“NB”) to “Table 1 - Intensity Schedule”.
 - 4. Correct scrivener’s errors and grammatical errors which are not substantive in nature and do not affect the content or intent of by-laws.

Or to take any other action relative thereto.

Planning Board

Article 11: The Finance Committee voted 6-1-1 to recommend the subject matter of this article.

Notes: This is a housekeeping action that simply reorganizes the location and rennumbers certain sections of the Hudson Protective Zoning By-laws as noted above.

ARTICLE 12 Petitioned Article – Amend General Bylaws – Polystyrene Reduction Bylaw

To see if the Town will vote to amend the General Bylaws by adding a new Chapter titled “Polystyrene Reduction Bylaw” to read as follows or take any other action relative thereto.

POLYSTYRENE REDUCTION BYLAW

Section I. Findings and Purpose

Disposable food service ware made of unencapsulated polystyrene foam, black solid polystyrene, and disposable plastic utensils have a negative impact on our environment and are a potential health hazard.

A component of polystyrene—styrene—has been classified as a “probable carcinogen.” Polystyrene, and especially polystyrene foam, enters the environment and harms wildlife who mistake it for food, ingest it, and die. The presence of polystyrene and disposable plastic utensils persists for hundreds of years, especially in the marine environment. These items break into smaller pieces and/or microplastics, absorb and concentrate environmental toxins, and can enter the food chain when consumed by fish, shellfish, and other organisms—thus potentially contaminating the human food supply. Microplastics have now been found in human blood, breast milk, testicles, hearts and brains among other organs, and early research has begun to link them to lower fertility rates, cardiovascular problems, and cognitive impairment.

Most polystyrene foam, solid black polystyrene and disposable plastic utensils are not biodegradable, compostable, or able to be recycled in the Town of Hudson.

Less toxic, more durable, reusable, recyclable, biodegradable, and/or compostable alternatives are readily available for many food service and other applications and are effective ways to reduce negative health and environmental impacts from the use of polystyrene and disposable plastic items. With the goal of protecting our citizens’ health and the unique natural beauty and resources of the Town of Hudson, and because inexpensive, safe alternatives to polystyrene and disposable plastic utensils are easily obtained, the Town will prohibit the use and distribution in the Town of Hudson of disposable food service ware made from unencapsulated foam polystyrene, solid black polystyrene, and disposable single use plastic utensils.

Section II. Definitions The following words shall have the following meanings for purpose of this Bylaw:

“Polystyrene” shall mean a synthetic polymer produced by polymerization of styrene monomer. Polystyrene includes both “Foam Polystyrene” and “Solid Polystyrene” as defined in this Bylaw. The International Resin Identification Code assigned to polystyrene materials is #5 and “6”. Polystyrene items may be identified by a “5 or 6” or “PS,” either alone or in combination with other letters. The regulations and prohibitions relating to polystyrene in this Bylaw are intended to apply regardless of the presence or absence of an International Resin Identification Code or other identifying marks on the item.

“Foam Polystyrene” (sometimes called “Styrofoam,” a Dow Chemical Co. trademark form of EPS insulation) shall mean polystyrene in the form of a foam or expanded material, processed by any number of techniques including, but not limited to, fusion of polymer spheres (expandable bead polystyrene), injection molding, foam molding, and extrusion-blow molding (extruded foam polystyrene).

“Black Solid Polystyrene” shall mean polystyrene, produced in a rigid form with minimal incorporation of air or other gas and dyed with black carbon or other coloration. Solid polystyrene is also referred to as ‘rigid polystyrene.’

“Disposable Food Service Ware” shall mean a) products for heating, storing, packaging, serving, consuming, or transporting prepared or ready-to consume food or beverages including, but not limited to, bowls, plates, trays, cartons, cups, lids, hinged or lidded containers, knives, forks and spoons made from polystyrene that are primarily for single-use and are not meant to be adequately and repeatedly cleaned and sanitized for reuse. This includes any containers used by food establishments to heat, cook, or store food or beverages prior to serving, regardless of whether such containers are used to serve such food or beverages. b) disposable plastic utensils.

“Disposable plastic utensil” shall mean a drinking straw, stirrer, splash stick or chopstick that is made predominantly from synthetic polymers and is not a reusable utensil. A disposable

plastic utensil shall also include items made in whole or in part from synthetic polymers that are otherwise classified as 'compostable', 'biodegradable', 'oxo degradable', or 'marine degradable'.

"Reusable utensil" shall mean a spoon, fork, knife, chopsticks, or drinking straw that is manufactured from durable materials and is designed to be adequately and repeatedly cleaned and sanitized for reuse.

"Compostable" and "degradable" utensils shall include those not made from synthetic polymers, but solely from plant-based materials, such as wood, paper, or other plant products.

"Prepared Food" shall mean food or beverages, which are serviced, packaged, cooked, chopped, sliced, mixed, brewed, frozen, squeezed, or otherwise prepared (collectively "prepared") for individual customers or consumers. Prepared Food does not include raw eggs or raw, butchered meats, fish, seafood, and/or poultry.

"Food Establishment" shall mean any operation that serves, vends, or otherwise provides food or other products to third parties for consumption and/or use on or off the premises, whether or not a fee is charged, but not including the service of food within a home or other private setting. Any facility requiring a food permit in accordance with the Massachusetts State Food Code, 105 CMR 590.000, et seq. and/or regulations of the Hudson Board of Health shall be considered "food establishment" for purposes of this Bylaw.

"Retail Establishment" shall mean a store or premises engaged in the retail business of selling or providing merchandise, goods, groceries, prepared take-out food and beverages for consumption off-premises or the serving of an item, directly to customers at such store or premises, including, but not limited to, grocery stores, department stores, clothing stores, pharmacies, convenience stores, and seasonal and temporary businesses, including farmers markets and public markets; provided, however, that a "retail establishment" shall also include a food truck or other motor vehicle, mobile canteen, trailer, market pushcart or moveable roadside stand used by a person from which to engage in such business directly with customers and business establishments without a storefront, including, but not limited to, a business delivering prepared foods or other food items, web-based or catalog business or delivery services used by a retail establishment; provided further, that a "retail establishment" shall include a non-profit organization, charity or religious institution that has a retail establishment and holds itself out to the public as engaging in retail activities that are characteristic of similar type commercial retail businesses, whether or not for profit when engaging in such activity.

"Packing Material" shall mean material used to hold, cushion, or protect items packed in a container for shipping transport or storage.

"Health Agent" shall mean the Health Agent for the Hudson Board of Health or his/her designee.

Section III. Regulated Conduct

1. After June 1, 2025, Food Establishments in the Town of Hudson may not, a. use, sell, or otherwise distribute either disposable food service ware made from foam polystyrene or solid black polystyrene or disposable plastic utensils. b. provide a disposable non-plastic utensil to a customer, except upon that customer's specific request for such items or if the item is selected by a customer from a self-service dispenser. Bendable plastic straws are allowed for customers with a medical need.

2. After June 1, 2025, Retail Establishments in the Town of Hudson may not sell, offer for sale, or otherwise distribute: a. disposable food service ware made from foam polystyrene or black solid polystyrene. b. disposable plastic utensils unless equivalent non-plastic or

reusable utensils are available for sale and are clearly labeled such that any customer can easily distinguish among the single-use plastic, disposable non-plastic, and reusable items. c. meat trays, fish trays, seafood trays, vegetable trays, or egg cartons made in whole or in any part with foam polystyrene or solid black polystyrene. d. packing materials, including packing peanuts.

3. For purposes of Section 3(2)(d), "distributing packing material" does not include: a. Reusing packing materials for shipping, transport, or storage within the same business or distribution system as long as those packing materials are not then sent to a customer or end user. b. Receiving shipments within the Town of Hudson that include polystyrene foam used as a packing material, provided that the goods were not packaged or repackaged within Hudson.

Section IV. Exemption

1. Nothing in this Bylaw shall prohibit individuals from using disposable food service ware made of polystyrene that has been purchased outside the Town of Hudson for personal use.

2. Nothing in this Bylaw shall prohibit individuals from bringing and using their own personal utensils of any type for personal use in a food establishment.

3. Prepared food packaged outside the Town of Hudson is exempt from the provisions of this Bylaw, provided that it is sold or otherwise provided to the consumer in the same disposable food service ware in which it was originally packaged, and that the prepared food has not been altered or repackaged.

4. The Board of Health or health agent may exempt a food establishment or retail establishment from any provision of this Bylaw for a period of up to six months upon written application by the owner or operator of that establishment. No exemption will be granted unless the Board of Health or health agent finds that (1) strict enforcement of the provision for which the exemption is sought would cause undue hardship; or (2) the food establishment or retail establishment requires additional time to draw down an existing inventory of a specific item regulated by this Bylaw.

5. Medical facilities, nursing homes, assisted living, and residential care facilities are exempt from this prohibition regarding plastic straws.

For purposes of this Bylaw, "undue hardship" shall mean a situation unique to a food establishment or retail establishment in which there are no reasonable alternatives to the use of materials prohibited by this Bylaw, and that compliance with this Bylaw would create significant economic hardship for the Establishment.

Section V. Enforcement

The Health Agent for the Hudson Board of Health or his/her designee shall have authority to enforce this Act and any regulations promulgated thereunder.

The Town may enforce this Bylaw or enjoin violations thereof through any lawful process or combination of processes, and the election of one remedy by the Town shall not preclude enforcement through any other lawful means.

Violations of this Bylaw are punishable by a fine of up to \$300 per violation. Each successive week of noncompliance will count as a separate violation. If non-criminal disposition is elected, then any Food or Retail Establishment that violates any provision of this Bylaw shall be subject to the following penalties:

First Offense: written warning

Second Offense: \$50 penalty

Third and each subsequent offense: \$300 penalty

Section VI.

Health Agents shall have the authority to enforce this Bylaw. Violation of this bylaw may be subject to a non-criminal disposition fine as specified in Appendix A of the Regulations for Enforcement of Town Bylaws under M.G.L Chapter 40, 21D and the Bylaw for Non-Criminal Disposition of Violations. Not more than one fine shall be assessed within a fifteen (15) day period per retail establishment. Any such fines shall be paid to the Town of Hudson within 15 days of receipt.

The Board of Health may adopt and amend rules and regulations to effectuate the purposes of this Bylaw.

Section VII. Interaction with Other Laws

In the case of a conflict between the requirements of this Bylaw and any other federal, state, or local law concerning the materials regulated herein, the more stringent requirements shall apply.

Section. Severability

If any provision of this Bylaw is declared invalid or unenforceable the other provisions shall not be affected thereby.

Summary:

This article would prohibit food establishments in Hudson from:

- Using, selling, or otherwise distributing either polystyrene in foam form (Styrofoam), #6 rigid black plastic food service ware (e.g. cups, clam shells, plates) or #6 knives, forks and spoons.
- Distributing plastic straws, stirrers, splash sticks and chopsticks. Food establishments could distribute non-plastic straws, stirrers, splash sticks or chopsticks only on customer request. Straws requiring industrial composting would also not be allowed.
- Retail stores could sell disposable plastic straws, stirrers, splash sticks or chopsticks as long as non-plastic or reusable alternatives are also available and displayed nearby so customers can choose.
- Retail stores could no longer sell polystyrene packing materials including packing peanuts.

The banned items above are not recyclable in Hudson, or through private recycling companies.

Effective June 1, 2025.

Petitioned by Francis S. Ervin, et al.

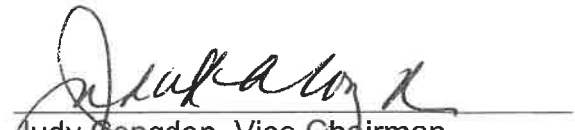
Article 12: The Finance Committee did not take a vote on the subject matter of this article.

And you are directed to serve this warrant by posting up copies attested by you in the following places: one at the Post Office, one at the Town House, one at the Office of the Town Clerk, and in six other public places in said Town, fourteen days at least before the time of holding said meeting and by publication in a newspaper published in said Town.

Hereof fail not and make due return of this warrant with your doings thereon to the Town Clerk on or before time of holding said meeting.

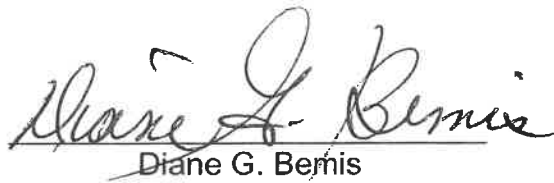
Given under our hands this 7th day of October signed by the Select Board in the year Two Thousand and Twenty-Four.


Scott R. Duplisea, Chairman


Judy Congdon, Vice Chairman


Steven C. Sharek, Clerk


James D. Quinn


Diane G. Bernis

INTRODUCTION TO TOWN MEETING

The Town Meeting is a deliberative assembly, charged with considering a number of questions of varying complexity in a reasonable period of time, and with full regard to the rights of the majority.

AUTHORITY

The three elements of authority at Town Meeting are a quorum of 150 registered voters or more, the Moderator and the Town Clerk. The Moderator presides at and regulates the proceedings, decides all questions of order, and makes declarations of all votes. No one may speak on an issue without being recognized by the Moderator. It is his responsibility to approve the distribution of materials, and persons wishing to do so must seek his permission. The Moderator appoints Tellers and alternates for the purpose of counting votes of the meeting.

THE WARRANT: All matters to be considered at Town Meeting must be published in the Town Meeting Warrant, which is the responsibility of the Select Board. The Finance Committee reviews the warrant, making recommendations on items of business to be presented. In accordance with the By-Laws, all articles in the Warrant are considered in the order in which they appear in the Warrant, unless the Town Meeting votes otherwise, after reasons have been stated. The Moderator has full discretion to decide whether or not the motion to change the order of articles will be entertained.

PARTICIPATION: All remarks should be limited to the subject then under discussion. It is improper to indulge in references to personalities. The Moderator may request any person to keep silent. If after warning from the Moderator, a person refuses to be silent or persists in other disorderly behavior, the Moderator may order a person to withdraw and if he fails to withdraw, may order a police officer to remove such person from the Meeting. Each individual who speaks to the Meeting should make an effort to be as brief as possible out of consideration for others attending the Meeting and the need to give adequate time to all matters coming before it.

CLASSIFIED MOTIONS: Pursuant to section 8 of article II of the By-Laws of the Town of Hudson, when a question comes before Town Meeting certain motions shall be received and have precedence in the following order:

PRIVILEGED MOTIONS: These are motions that have no connection with the main motion before the Town Meeting, but are motions of such importance that they are entitled to immediate consideration. These motions have the privilege of temporarily setting aside the main business before the Town Meeting.

TO ADJOURN (decided without debate); **TO FIX THE TIME FOR ADJOURNMENT**; **SUBSIDIARY MOTIONS:** These are motions that are used to modify or dispose of the main motion being considered. Their existence as motions depend on the main motion to which they are subordinate; **TO LAY ON THE TABLE** (decided without debate);

FOR THE PREVIOUS QUESTION (decided without debate); **TO COMMIT**; **TO AMEND**; **TO POSTPONE INDEFINITELY**

All motions may be withdrawn by the maker if no objection is made.

INFORMATION ON MOTIONS: A motion is the means of bringing a proposal or question before the Meeting for consideration. When put forward it is a motion; after is seconded and acknowledged by the Moderator, it becomes the question or proposal; and if it is approved by the Meeting, it becomes a resolution. Generally, no motion shall be entertained unless the subject is contained within a warrant article. The Moderator shall determine whether a motion is within the "scope of the article," that is, whether the warrant gives adequate notice that the action proposed by the motion might be taken at the Meeting. Articles only give notice and do not initiate action; motions do. Motions may be withdrawn; articles may not be.

Some motions avoid a final determination by the Meeting. A motion to commit or refer sends the matter to an existing board or committee or one to be established. The motion to postpone indefinitely disposes of the question without bringing it to a direct vote. The motion to postpone indefinitely should not be confused with the motion to lie on the table which only temporarily delays a vote.

Pursuant to article II, section 3 of the Town of Hudson By-Laws, no vote of Town Meeting shall be reconsidered except upon notice by an individual who voted with the majority thereon given within one hour of

such vote at the same or succeeding session. If the individual who gives notice does not immediately make such motion, then a motion to reconsider may be made by another individual voter who voted with the majority.

Pursuant to section 4 of article II, no article in the Warrant shall be again taken into consideration after disposed of unless ordered by a vote of two-thirds of the voters present and voting. Pursuant to section 5 of article II, no voter shall speak more than twice upon any question without obtaining leave of Town Meeting neither except to correct an error or explain a point, nor until all other individuals who have not spoken and so desire have been given the opportunity to speak. Pursuant to section 6 of article II, all motions must be reduced to writing before being submitted to the Town Meeting if required by the Moderator.

Pursuant to section 9 of article II, a motion to receive the report of a committee shall put the report before Town Meeting but not discharge the committee. A vote to accept or adopt such report with or without amendment shall discharge the committee.

Pursuant to section 10 of article II, a 150-voter quorum is required to conduct business at Town Meeting. However, no quorum is needed for a motion to adjourn.

Pursuant to section 11 of article II, articles in a warrant shall be considered in order, except that the Moderator upon request and for reasons stated, may entertain a motion to consider an article out of regular order.

Pursuant to section 12 of article II and in addition to the authority already specified above, the Moderator may administer the oath of office to a town officer chosen at Town Meeting. If a vote declared by the Moderator is immediately questioned by seven or more voters, then the Moderator must verify the vote by polling voters or dividing the Town Meeting. If a two-thirds vote of Town Meeting is required by State Statute, the count shall be taken and the vote recorded by the Town Clerk. However, if the vote is declared to be unanimous, a count is not needed and the Town Clerk shall record the vote as unanimous unless immediately questioned by seven or more voters.

TOWN FINANCE TERMINOLOGY

The following terms are used from time to time in the Annual Report and Town Meeting. In order to provide everyone with a better understanding of the meaning, the following definitions are offered:

SURPLUS REVENUE: (Sometimes referred to as Excess and Deficiency Account). This fund is the amount by which the Cash, Accounts Receivable, and other assets exceed the liabilities and reserves.

AVAILABLE FUNDS: (Often called "Free Cash") This fund represents the amount of money remaining after deducting from the Surplus Revenue all uncollected taxes for prior years, taxes in litigation and court judgments. This fund is certified annually by the State Bureau of Accounts and may be used to defray town costs by a vote of the Town Meeting.

OVERLAY: The overlay is the amount raised by the Assessors in excess of appropriations and other charges for the purpose of creating a fund to cover tax abatements and exemptions granted and to avoid fractions in the tax rate.

RESERVE FUND: This is a fund established by the voters at the annual town meeting and may consist of direct appropriations or transfers. Transfers from the Reserve Fund are initiated by the Executive Assistant and require the approval of the Finance Committee. The use of the Reserve Fund is restricted to "extraordinary or unforeseen expenditures".

**SPECIAL TOWN MEETING
NOVEMBER 18, 2024**

Constable's Return

Middlesex ss.

October 29, 2024

By virtue of an order issued by the Select Board on October 7, 2024, I did post this warrant on October 29, 2024 in the following places: One at the Office of the Town Clerk, One at the Post Office, One at the Town House, and at six other public places in said town, fourteen days at least before the time of holding said meeting. Publication was made in the Community Advocate on November 1, 2024, said newspaper being published in the Town of Hudson.

S/ Steve Dana Bruce, Constable
Town of Hudson

Received: October 29, 2024

A True Copy ATTEST: Joan M. Wordell, Town Clerk

PROCEEDINGS OF THE SPECIAL TOWN MEETING

Pursuant to the foregoing warrant the legal voters of the Town of Hudson assembled at Hudson High School Auditorium on Monday, November 18, 2024. The meeting was called to order at 7:30PM and briefly adjourned to 7:43PM to allow voters to find seats by Moderator, Richard T. Harrity, at which time he declared a quorum present.

The Moderator read the call for the meeting and the Constable's return.

A motion was made by Select Board Ch., Scott Duplisea and seconded that the Finance Committee's recommendation, where there is a recommendation, be adopted as an original motion. All in favor.

THE FOLLOWING ACTION WAS TAKEN ON EACH ARTICLE:

ARTICLE 1: FY2025 BUDGET ADJUSTMENTS

VOTED BY A MAJORITY to amend the votes taken under Article 3 of the 2024 Annual Town Meeting (May 6, 2024), appropriations and transfers under the Omnibus Budget Article, to raise and appropriate, and/or to transfer \$1,049.00 from the Health Insurance Appropriation (Account 0329) to Assabet Valley Regional Technical High School Assssment (Account 0365) to supplement appropriations under the Omnibus Budget Article.

ARTICLE 2: PRIOR YEARS BILLS

VOTED UNANIMOUSLY to appropriate the sum of \$2,894.75 from available funds for the purpose of paying prior year bills for costs incurred in previous fiscal years per General Laws, Chapter 44, Section 64.

ARTICLE 3: TRANFER TO STABILIZATION FUND

VOTED BY A MAJORITY that the subject matter of this article be passed over.

ARTICLE 4: AMEND SEWER ENTERPRISE FUNDBUDGET

VOTED UNANIMOUSLY to amend the votes taken pursuant to Article 10 of the Annual Town Meeting (May 6, 2024), Sewer Enterprise Fund, and to appropriate or transfer from available funds \$210,000 to supplement the Sewer Enterprise Article's Annual Town Meeting budget appropriations.

ARTICLE 5: WASTEWATER PUMP STATION UPGRADES-BORROWING
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 6: TRANSFER OF FUNDS:SCHOOL DEPT
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 7: TRANSFER OF FUNDS: SCHOOL DEPT
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 8: AUTHORIZE SELECT BOARD TO PURSUE ADDITIONAL WINE & MALT BEVERAGE STORE ALCOHOL LICENSE FOR HUDSON HIVES AT 45 MAIN STREET
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 9: AMEND PROTECTIVE ZONING BY-LAW:
VOTED BY A MAJORITY to amend the Town's Protective Zoning By-law by taking the following steps:

Amend the following within Section 5.2.6 Accessory Dwelling Units:

- 1) Strike the language within Section 5.2.6.2 (6) in its entirety
- 2) Strike the language within Section 5.2.6.2 (7) in its entirety
- 3) Strike the language within Section 5.2.6.3 (1) in its entirety and replace with the following language: **A Building Permit application for an Accessory Dwelling Unit shall be filed with the Building Commissioner.**
- 4) Strike the language within Section 5.2.6.3 (2) and replace with the following language: **The Accessory Dwelling Unit shall comply with dimensional standards in Section 7.3 and Section 7.2.1.3 and relief from thereof shall not be granted except as noted in Section 5.2.6.4 (1)**
- 5) Strike the language within Section 5.2.6.4. 1. and replace with the following language: **The Building Commissioner shall issue a Building Permit authorizing the installation and use of an accessory dwelling unit in a single-family home or lot provided the following conditions are met.**
- 6) Strike the language within Section 5.2.6.4. 1. (a) and replace with the following language: **The accessory dwelling may be located in the single-family dwelling.**
- 7) Strike the language within Section 5.2.6.4. 1. (b) and replace with the following language: **The single-family dwelling may be altered to include an accessory dwelling unit.**
- 8) Strike the language within Section 5.2.6.4. 1. (c) and replace with the following language: **The accessory dwelling unit shall consist of a complete, separate housekeeping unit containing both kitchen and bath.**
- 9) Strike the language within Section 5.2.6.4. 1. (d) in its entirety and replace with the following language: **Pursuant to MGL Chapter 40A Section 3A, more than one accessory dwelling unit within a single-family home or house lot shall require a Special Permit from the Zoning Board of Appeals pursuant to MGL Chapter 40A Section 9 and Section 9.2 of the Hudson Zoning By-laws.**
- 10) Strike the language within Section 5.2.6.4. 1. (e) in its entirety.
- 11) Strike the language within Section 5.2.6.4. 1. (g) in its entirety and replace with the following language: **The habitable area of the accessory dwelling shall not exceed 900 square feet.**

- 12) Strike the language within Section 5.2.6.4. 1. (h) and replace with the following language:
An accessory dwelling unit may not have more than two bedrooms.
- 13) Strike the word **two** and replace with the word **one** in the first sentence of Section 5.2.6.4 1. (j)
- 14) Add a new Section 5.2.6.4.1. (l) with the following language: **The use of the accessory dwelling unit for short-term rentals, as defined in MGL Chapter 64G Section 1, shall be prohibited.**
- 15) Add the following language before the first sentence in Section 5.2.6.4. 2.: **The accessory dwelling unit shall comply with the dimensional requirements pursuant to Section 7.3 and Section 7.2.1.3 of this By-law.**
- 16) Strike the language within Section 5.2.6.4. 3. in its entirety.
- 17) Strike the language within Section 5.2.6.4 4. in its entirety.
- 18) Strike the language within Section 5.2.6.4. 5. in its entirety.
- 19) Strike the words “special permit” and replace with the words “building permit” in Section 5.2.6.4.6.
- 20) Strike the language within Section 5.2.6.5 (5) in its entirety and replace with the following language: **Construction or use according to the building permit shall conform to any subsequent amendments to these provisions, MGL Chapter 40A, and/or Massachusetts Building Code unless the construction or use is begun within a period of not more than six months after the issuance of the building permit before the effective date of the amendments. To qualify for the exemption, construction must be completed in a continuous and expeditious manner.**
- 21) Strike the word **ZBA** in the R60, R40, R30, and R15 single-family residential districts and replace with **Y** in the Table of Use Regulations for Accessory Dwelling Units

ARTICLE 10: AMENDED PROTECTIVE ZONING BY-LAW:
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 11: AMENDED PROTECTIVE ZONING BY-LAW:
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 12: PETIONED ARTICLE-AMEND GENERAL BY-LAWS-POLYSTYRENE REDUCTION BY-LAW
VOTED BY A MAJORITY to pass over the article.

Special Town Meeting adjourned @ 8:30 PM
Attorney General Approved Zoning By-Laws for Article 10 & 11 Approved March 4, 2025
Article 9 extended the 90- day period for another 60 days March 4, 2025 to May 5, 2025
Constables posted

Annual Town Meeting WARRANT TOWN OF HUDSON



MONDAY, MAY 6, 2024

**Finance Committee
Report and Recommendations**

Finance Committee Preamble

To the residents of the Town of Hudson,

Per the authority vested in the Finance Committee according to M.G.L. chapter 39, section 16, the Town of Hudson Municipal Charter, and the Town of Hudson General Bylaws, the Committee makes the following report for the Articles included in the Town of Hudson, May 6, 2024, Annual Town Meeting Warrant based upon consideration of the Articles at public hearings with the sponsors and/or petitioners.

The FY25 budget represents level funding for municipal services with no additional municipal personnel and no additional borrowing authorizations. FY25 state aid increased only a nominal amount and net education aid decreased. Town appropriation for Hudson Public Schools (HPS) represents a 2.25% increase. Per the HPS FY25 Annual Budget, the School Department continues to face a number of significant financial challenges and for FY25 was required to balance the school budget using \$2.8M from School Choice reserve revenue. This revenue will be unavailable in FY26 to balance the school budget and will present significant challenges to the School Department and the Town in FY26.

The following are additional comments specific to some of the warrant articles.

Article 3, FY2025 Budget

The Committee has voted to recommend each of the line items of Article 3 for the amounts requested.

Article 4, Fire Engine Borrowing Rescission

The Fire Engine approved under Article 5 of the November 20, 2023 Special Town Meeting Warrant will now be paid for from Free Cash.

Article 6, Lease-Purchase Financing Agreement Authorization – Vactor Truck

To replace the Vactor truck damaged during the DPW fire on February 24, 2024.

Article 7, Authorization to Appropriate from Insurance Recovery Account

Some of the insurance proceeds from the DPW fire on February 24, 2024 will be used to fund the Vactor truck in Article 6.

Article 8, Public Works Stabilization Fund – Transfer of Funds

The DPW stabilization fund captures unexpended DPW funds to use for periodic DPW capital expenses.

Article 9, Water Enterprise Fund

Paid for entirely by the revenue collected by the Water Department.

Article 10, Sewer Enterprise Fund

Paid for entirely by the revenue collected by the Sewer Department.

Article 11, Stormwater Enterprise Fund

Paid for entirely by the revenue collected by the Stormwater Department.

Article 14, Establish Stabilization Fund – Assabet Valley Regional Vocational Technical
This fund captures unexpended school funds to use for periodic school capital expenses.

Article 19, Fund Other Post Employment Benefit (OPEB) Liability Trust Fund
No action taken because the sponsors decided to not fund the OPEB trust fund.

Article 28, Water Department Vector Truck – Borrowing
This is a companion article to Article 6 and is to replace the Vector truck damaged during the DPW fire on February 24, 2024.

Article 33, Acquire Drainage Easement: 106 Park Street
The Town does not incur any cost from this article.

Article 34, Acquire Drainage Easements: 108 Park Street
The Town does not incur any cost from this article.

Article 35, Acquire & Extinguish Permanent & Temporary Easements Over Main Street
The Town does not incur any cost from this article.

Article 37, Petitioned Article: Become an MBTA Community
The Committee does not recommend this article because the Town of Hudson is not considered an MBTA Community by statute. If the Town were to approve this article, then it would be subject to a yearly assessment from the MBTA, estimated to be hundreds of thousands of dollars, without receiving any benefit in return. Furthermore, as an “adjacent community”, the Town would be subject to MBTA Communities compliance requirements as set forth by the Executive Office of Housing and Livable Communities (EOHLC), including costly and restrictive zoning requirements. There are no means by which the Town could rescind becoming an MBTA community.

Article 38, Petitioned Article: Disposition of Real Property
The Committee does not recommend this article because it is an attempt to bring the Town into unnecessary and costly conflict with the MBTA regarding the ownership of this parcel.

Article 39, Petitioned Article: Disposition of Real Property
The Committee does not recommend this article because it is an attempt to bring the Town into unnecessary and costly conflict with the MBTA regarding the ownership of this parcel.

Article 40, Petitioned Article: Lease of Real Property
The Committee does not recommend this article because it is an attempt to bring the Town into unnecessary and costly conflict with the MBTA regarding the ownership of this parcel.

Article 41, Petitioned Article: Lease of Real Property
The Committee does not recommend this article because it is an attempt to bring the Town into unnecessary and costly conflict with the MBTA regarding the ownership of this parcel.

The Finance Committee:

Sam Calandra, Chairman

Eugenia Vineyard, Vice Chair

Guy Beaudette

Robert Clark

Joseph Fiorello

Steve Forti

Jillian Jagling

Joseph McNealy

Claudinor Salomão

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TOWN WARRANT

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss.

To either of the constables of the Town of Hudson in the County of Middlesex,
Greetings:

In the name of the Commonwealth of Massachusetts you are hereby directed to
notify and warn the inhabitants of the Town of Hudson, qualified to vote in elections and in
Town affairs, to assemble in the Hudson High School, Brigham Street, in said Town on

MONDAY, the Sixth day of

MAY

in the year 2024

at 7:30 o'clock in the evening. Then and there to act on the following articles to wit:

ARTICLE 1 Prior Years Bills

To see if the Town will vote to transfer \$1,605.14 from previously certified and available Free Cash for the purpose of paying prior year bills for costs incurred in previous fiscal years per General Laws, Chapter 44, Section 64; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 1: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 2 Year-End Transfer of Funds

To see if the Town will vote to transfer a sum of money from previously certified and available Free Cash and appropriate said sum to various departmental appropriations for Fiscal 2024, or take any other action relative thereto.

Executive Assistant
Select Board

Article 2: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 3 FY2025 Budget

To see if the Town will vote to fix the salary and compensation of all elected officers of the Town as provided by Section 108 of Chapter 41 of the Massachusetts General Laws, as amended, and raise and appropriate or take from available funds a sum of money therefore to provide funds needed to defray the usual and necessary expense of the Town for the fiscal year beginning on July 1, 2024 and ending on June 30, 2025; and raise and appropriate the money needed to carry into effect the provisions of this article, or take any action relative thereto.

Executive Assistant
Select Board

Article 3: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

Department		<u>FY22 Actual</u>	<u>FY23 Actual</u>	<u>FY24 BUDGET</u>	<u>FY25 – Executive Asst. Request</u>	<u>FY25 – Select Board Recommend</u>	<u>FY25- Fin Com Recommend</u>
1 Select Board	Personnel	8,850	9,000	13,000	13,000	13,000	13,000
2 Select Board	Expenses	4,761	4,563	4,850	4,850	4,850	4,850
Select Board Total		13,611	13,563	17,850	17,850	17,850	17,850
3 Executive Assistant	Personnel	326,116	344,811	353,421	365,777	365,777	365,777
4 Executive Assistant	Expenses	5,373	5,552	5,863	5,863	5,863	5,863
5 Election & Town Meeting	Personnel	10,085	40,790	36,021	53,339	53,339	53,339
6 Election & Town Meeting	Expenses	17,171	23,039	19,900	20,225	20,225	20,225
7 Community Development	Personnel	238,286	231,367	276,791	296,691	296,691	296,691
8 Community Development	Expenses	11,885	19,294	19,700	21,200	21,200	21,200
9 Legal Services	Expenses	254,507	270,000	250,000	250,000	250,000	250,000
10 Building Maintenance	Personnel	59,868	91,786	0	0	0	0
11 Town Hall Expenses	Expenses	219,991	202,479	74,808	73,481	73,481	73,481
12 Personnel Expense	Expenses	12,568	14,959	16,260	16,260	16,260	16,260
Exe. Assistant Total		1,155,851	1,244,079	1,052,764	1,102,836	1,102,836	1,102,836
13 Finance Department	Personnel	600,894	720,498	888,401	697,864	697,864	697,864
14 Finance Department	Expenses	157,105	155,074	281,075	157,075	157,075	157,075
Finance Dept. Total		757,999	875,572	1,169,476	854,939	854,939	854,939
15 IT Department	Personnel	0	0	0	261,244	261,244	261,244
16 IT Department	Expenses	0	0	0	358,281	358,281	358,281
IT Total		0	0	0	619,526	619,526	619,526
17 Clerk/Registrar	Personnel	159,674	158,563	167,358	183,730	183,730	183,730
18 Town Clerk	Expenses	12,669	14,553	15,943	16,525	16,525	16,525
Town Clerk Total		172,343	173,116	183,301	200,255	200,255	200,255
19 Moderator	Expenses	110	110	110	110	110	110
20 Finance Committee	Expenses	245	0	603	603	603	603
21 Board of Assessors	Personnel	30,793	30,904	31,522	32,152	32,152	32,152
22 Board of Assessors	Expenses	48,677	59,275	95,750	119,350	119,350	119,350
23 Municipal Light Board	Personnel	3,300	3,900	3,600	3,900	3,900	3,900
24 Fort Meadow Comm.	Expenses	5,700	4,678	8,200	8,200	8,200	8,200
25 Lake Boon Comm.	Expenses	0	3,692	3,200	3,200	3,200	3,200
26 Historical District Comm.	Expenses	750	750	784	784	784	784
Board & Com Total		89,575	102,815	143,769	168,299	168,299	168,299
27 Police Department	Personnel	3,397,952	3,736,680	4,184,941	4,397,149	4,397,149	4,397,149
28 Police Department	Expenses	441,041	575,757	592,974	611,072	611,072	611,072
Police Dept. Total		3,838,993	4,312,437	4,777,915	5,008,221	5,008,221	5,008,221

<u>Department</u>		<u>FY22 Actual</u>	<u>FY23 Actual</u>	<u>FY24 BUDGET</u>	<u>FY25 - Executive Asst. Request</u>	<u>FY25 - Select Board Recommend</u>	<u>FY25 - Fin Com Recommend</u>
29 Fire Department	Personnel	3,365,902	3,528,756	3,827,979	3,921,482	3,921,482	3,921,482
30 Fire Department	Expenses	384,759	389,248	422,783	463,210	463,210	463,210
Fire Dept. Total		3,750,661	3,918,004	4,250,762	4,384,692	4,384,692	4,384,692
31 Inspections Dept.	Personnel	181,614	207,755	306,660	314,685	314,685	314,685
32 Inspections Dept.	Expenses	8,048	17,436	12,359	16,336	16,336	16,336
Insp. Dept. Total		189,662	225,191	319,019	331,021	331,021	331,021
33 DPW Snow & Ice	Personnel	179,736	81,853	138,763	141,795	141,795	141,795
34 DPW Snow & Ice	Expenses	511,113	360,395	212,700	212,700	212,700	212,700
35 Public Works	Personnel	1,334,817	1,317,535	2,371,104	2,416,451	2,416,451	2,416,451
36 Public Works	Expenses	579,118	553,625	1,182,650	1,313,750	1,313,750	1,313,750
DPW Total		2,604,784	2,313,408	3,905,217	4,084,696	4,084,696	4,084,696
37 Board of Health	Personnel	183,162	142,612	189,901	229,141	229,141	229,141
38 Board of Health	Expenses	24,091	23,828	21,270	16,470	16,470	16,470
BOH Total		207,253	166,440	211,171	245,611	245,611	245,611
39 Council on Aging	Personnel	273,548	282,617	301,481	314,126	314,126	314,126
40 Council on Aging	Expenses	32,355	34,554	39,418	35,800	35,800	35,800
COA Total		305,903	317,171	340,899	349,926	349,926	349,926
41 Veterans' Services	Personnel	73,060	74,469	75,628	82,422	82,422	82,422
42 Veterans' Services	Expenses	69,464	55,099	78,000	68,000	68,000	68,000
Veterans' Total		142,524	129,568	153,628	150,422	150,422	150,422
43 Library	Personnel	503,035	605,167	662,391	706,730	701,730	701,730
44 Library	Expenses	211,098	230,995	226,628	243,884	243,884	243,884
Library Dept. Total		714,133	836,162	889,019	945,614	945,614	945,614
45 Recreation	Personnel	322,983	316,312	382,364	397,402	397,402	397,402
46 Recreation	Expenses	67,272	64,186	72,960	74,054	74,054	74,054
Recreation Dept. Total		390,255	380,498	455,324	471,456	471,456	471,456
47 Debt Service	Expenses	7,199,551	7,097,897	4,554,074	4,711,906	4,711,906	4,711,906
Debt Total		7,199,551	7,097,897	4,554,074	4,711,906	4,711,906	4,711,906
48 Pensions	Expenses	6,383,857	6,794,331	7,443,000	7,920,764	7,920,764	7,920,764 ¹
Pension Total		6,383,857	6,794,331	7,443,000	7,920,764	7,920,764	7,920,764
49 Group Health Ins.	Expenses	5,263,971	4,655,827	6,220,600	6,336,512	6,336,512	6,336,512
50 General Insurance	Expenses	421,514	580,184	473,337	594,457	594,457	594,457
Insurance Total		5,685,485	5,236,012	6,693,937	6,930,969	6,930,969	6,930,969

¹ Recommend that \$225,000 be taken from Light & Power Surplus Account and be applied to Line 48, Contributory Retirement and Pensions.

<u>Department</u>		<u>FY22 Actual</u>	<u>FY23 Actual</u>	<u>FY24 BUDGET</u>	<u>FY25 Exec. Asst. Request</u>	<u>FY25 Select Board Recommend</u>	<u>FY25 FinCom Recommend</u>
51 Assabet Valley	Expenses	3,185,718	3,178,596	3,301,238	3,331,679	3,331,679	3,331,679
Assabet Valley Total		3,185,718	3,178,596	3,301,238	3,331,679	3,331,679	3,331,679
52 Hudson Schools	Personnel	32,944,987	33,524,361	35,055,340	35,864,710	35,864,710	35,864,710
53 Hudson Schools	Expenses	5,548,829	7,202,731	6,000,000	6,120,000	6,120,000	6,120,000
Schools Total		38,493,816	40,727,091	41,005,340	41,984,710	41,984,710	41,984,710
54 Schools Transportation	Expenses	2,043,825	1,850,645	2,250,000	2,295,000	2,295,000	2,295,000
Transportation Total		2,043,825	1,850,645	2,250,000	2,295,000	2,295,000	2,295,000
Hudson Schools Total		40,537,641	42,577,737	43,305,340	44,279,710	44,279,710	44,279,710
Total Operations		77,325,798	79,893,088	83,167,703	86,110,392	86,110,392	86,110,392

ARTICLE 4 Fire Engine Borrowing Rescission

To see if the Town will vote to rescind the unissued borrowing authorization of \$975,950 for the Fire Engine approved under Article 5 of the November 20, 2023 Special Town Meeting Warrant; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 4: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 5 Capital Plan – General Fund

To see if the Town will vote to transfer \$3,142,450 from previously certified and available Free Cash to purchase items of equipment and make capital improvements requested by the various departments, or take any other action relative thereto.

Executive Assistant, Director of Public Works, Finance Director, Library Director, Fire Chief, Police Chief, Director of Recreation/Park Commission, Select Board

Department:	Project:	Amount:	Source of Funds:
Public Works	Roadway Resurface	\$300,000	Free Cash
	Traffic Study (Main/Lewis)	\$18,500	Free Cash
	Public Works Total:	\$318,500	
Fire Dept.	NFPA Certified Turnout Gear	\$200,000	Free Cash
	Breathing Air Compressor	\$80,000	Free Cash
	Station #1 Renovations	\$400,000	Free Cash
	Fire Engine	\$975,950	Free Cash
	Fire Dept. Total:	\$1,655,950	
Library	Design Funds – (MBLC Grant Requirement)	\$150,000	Free Cash
	Library Total:	\$150,000	
Police	Police Cruisers / Vehicles	\$215,000	Free Cash
	Computer Workstations & Monitors	\$168,000	Free Cash
	Police Total:	\$383,000	
Recreation	Rimkus Clubhouse Roof Replacement	\$35,000	Free Cash
	Recreation Total:	\$35,000	
School	Modular Classrooms	\$480,000	Free Cash
	HHS Gym Repairs	\$120,000	Free Cash
	School Total:	\$600,000	
	Grant Total Capital Plan:	\$3,142,450	

Executive Assistant, Public Works
 Director, Finance Director, Library
 Director, Fire Chief, Police Chief,
 Recreation Director, School
 Superintendent, Select Board

Article 5: The Finance Committee recommends adoption of the subject matter of this article. Vote 6-1-0

ARTICLE 6 Lease-Purchase Financing Agreement Authorization – Vactor Truck

To see if the Town will authorize, under General Laws, Chapter 44, Section 21C, upon the recommendation of the Select Board, a lease-purchase financing agreement for the acquisition of a Vactor Truck for the Water Department, the term of such agreement not to exceed the useful life of the equipment as determined by the Select Board, and the Public Works Department shall be authorized to enter into such agreement on behalf of the

Town, subject to approval of an appropriation for the first-year payments; or take any other action relative thereto.

Executive Assistant
Director of Public Works
Select Board

Article 6: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 7 Authorization to Appropriate from Insurance Recovery Account

To see if the Town will authorize the Executive Assistant with the approval of the Director of the Department of Public Works to expend a sum or sums of money from the insurance proceeds received by the Town for the purpose of restoring and/or replacing property, vehicles, and equipment damaged as a result of a fire which occurred on February 14, 2024 at the DPW Garage; or take any other action relative thereto.

Executive Assistant
Director of Public Works
Select Board

Article 7: The Finance Committee has deferred action on this article until Town Meeting.

ARTICLE 8 Public Works Stabilization Fund – Transfer of Funds

To see if the Town will vote to transfer from the Department of Public Works Stabilization Fund the sum \$69,000 for the acquisition of computer equipment by the Executive Assistant for the Department of Public Works, or take any other action relative thereto.

Executive Assistant
Director of Public Works
Select Board

Article 8: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 9 Water Enterprise Fund

To see if the Town will vote:

1. to appropriate the sum of \$4,871,997 for use of the Water Department for Fiscal Year 2025, as shown more particularly below, and to fund said appropriation with a transfer from the receipts and revenue of the Water Enterprise Fund collected by the Water Department for said Fiscal Year;

Salaries & Wages	\$945,212
Expenses	\$1,901,500
Indirect Costs	\$903,727

Debt Service Costs	\$1,121,558
TOTAL	\$4,871,997

2. to authorize Indirect Costs, from FY2025 revenues, for Fiscal Year 2025 at \$903,727; and,
3. to have the Select Board set the Fiscal Year 2025 rates and fees to meet said appropriation and level of Indirect Costs;

or take any other action relative thereto.

Executive Assistant
Finance Director
DPW Director
Select Board

Article 9: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 10 Sewer Enterprise Fund

To see if the Town will vote:

1. to appropriate the sum of \$6,062,387 for use of the Sewer Department for Fiscal Year 2025, as shown more particularly below, and to fund said appropriation with a transfer from the receipts and revenue of the Sewer Enterprise Fund collected by the Sewer Department for said Fiscal Year;

Salaries & Wages	\$782,894
Expenses	\$1,858,100
Indirect Costs	\$848,234
Debt Service Costs	\$2,573,159
TOTAL	\$6,062,387

2. to authorize Indirect Costs, from FY2025 revenues, for Fiscal Year 2025 at \$848,234; and,
3. to have the Select Board set the Fiscal Year 2025 rates and fees to meet said appropriation and level of Indirect Costs;

or take any other action relative thereto.

Executive Assistant
Finance Director
DPW Director
Select Board

Article 10: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 11 Storm Water Enterprise Fund

To see if the Town will vote:

1. to appropriate the sum of \$1,083,963 for use of the Stormwater Department for Fiscal Year 2025, as shown more particularly below, and to fund said appropriation with a transfer from the receipts and revenue of the Stormwater Enterprise Fund collected by the Stormwater Department for said Fiscal Year;

Salaries & Wages	\$118,754
Expenses	\$663,000
Indirect Costs	\$177,209
Capital Outlay	\$125,000
TOTAL	\$1,083,963

2. to authorize Indirect Costs, from FY2025 revenues, for Fiscal Year 2025 at \$177,209; and,
3. to have the Select Board set the Fiscal Year 2025 rates and fees to meet said appropriation and level of Indirect Costs;

or take any other action relative thereto.

Executive Assistant
Finance Director
DPW Director
Select Board

Article 11: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 12 Transfer Funds for Fire Headquarters Building Renovations

To see if the Town will vote to transfer from previously certified and available Free Cash a sum of money to fund design, engineering, and construction costs relative to building renovations to Fire Headquarters; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 12: The Finance Committee has deferred action on this article until Town Meeting.

ARTICLE 13 Local Option Tax Abatements

To see if the Town will vote to accept the provisions of General Laws, Chapter 59, Section 5C½ and to authorize an increase to property tax abatements for service-connected disabled military veterans of Hudson who are currently eligible or will become eligible equal to the amount currently received and established in accordance with General Laws, Chapter 59, Section 5, Clauses 22, 22a, 22b, 22c, 22e, and further, to include non-veterans under Clauses 17D, 37, and 41C, all as shown below;

	Current	Proposed
Clause 22	\$400	\$800
Clause 22a	\$750	\$1,500
Clause 22b	\$1,250	\$2,500
Clause 22c	\$1,500	\$3,000
Clause 22e	\$1,000	\$2,000
17D	\$175	\$350
37	\$437.50	\$875
41C	\$500	\$1,000

provided, further, as required by said Chapter 59, Section 5C ½, that the additional "Proposed" exemptions listed above shall not result in any taxpayer paying less than the taxes paid in the preceding fiscal year, or take any other action relative thereto.

Veterans Director
Executive Assistant
Select Board

Article 13: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 6-0-0

ARTICLE 14 Establish Stabilization Fund – Assabet Valley Regional Vocational Technical

To see if the Town will vote to approve the Assabet Valley Regional Vocational Technical School Committee's vote on January 9, 2024, to establish a Stabilization Fund for the Assabet Valley Regional Vocational Technical School District, pursuant to General Laws, Chapter 71, Section 16G½, said Stabilization Fund to be invested and to retain its own interest earnings as provided by law and further set up an operational line item to be created to transfer available monies into said Stabilization Fund; or take any other action relative thereto.

Assabet Valley Regional Vocational
Technical School Committee

Article 14: The Finance Committee recommends adoption of the subject matter of this article. Vote 6-1-0

ARTICLE 15 PEG Access and Cable Related Budget

To see if the Town will vote to appropriate the following expenditures from the PEG Access and Cable Related Fund for the fiscal year beginning on July 1, 2024, in accordance with General Laws, Chapter 44, Section 53F¾:

HUD Access Television Studio

HUD-TV Salaries	\$228,478
HUD-TV Operational Expenses	\$72,647

Town Internet Networking (INET)

INET Salaries	\$0
INET Operational Expenses	\$131,000

\$432,125

or take any other action relative thereto.

Executive Assistant
Finance Director
School Director of Technology
Select Board

Article 15: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 9-0-0

ARTICLE 16 Fund Unemployment Compensation Trust Fund

To see if the Town will vote to raise and appropriate and transfer the sum of \$25,000 to the Unemployment Compensation Trust Fund to provide for the anticipated costs of funding reimbursements to the Commonwealth for unemployment compensation benefits and administration in accordance with General Laws, Chapter 40, Section 5E, or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 16: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 9-0-0

ARTICLE 17 Fund Workers' Compensation Insurance Trust Fund

To see if the Town will vote to appropriate the sum of \$278,000 to the Workers' Compensation Insurance Trust Fund, and to meet said appropriation by transferring said sum from Overlay Surplus for the purpose of paying liabilities relative to workers' compensation insurance, or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 17: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 18 Fund General Stabilization Fund

To see if the Town will vote to appropriate the sum of \$605,000 from previously certified and available Free Cash, said sum to be transferred to the General Stabilization Fund; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 18: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 9-0-0

ARTICLE 19 Fund Other Post Employment Benefit (OPEB) Liability Trust Fund

To see if the Town will vote to transfer a sum of money from previously certified and available Free Cash to fund the OPEB Liability Trust Fund established under Article 16 of the November 2016 Town Meeting for retiree health insurance and other post-employment benefits in accordance with the provisions of General Laws, Chapter 32B, Section 20; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 19: The Finance Committee has no recommendation of the subject matter of this article.

ARTICLE 20 The Reserve Fund

To see if the Town will vote to adopt a Reserve Fund to provide for extraordinary or unforeseen expenditures or transfers, to be made to the departments only by vote of the Finance Committee, as provided for in General Laws, Chapter 40, Section 6 as amended, and to raise and appropriate the sum of \$100,000 to carry into effect the provisions of this article; or take any other action relative thereto.

Executive Assistant
Finance Director
Select Board

Article 20: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 9-0-0

ARTICLE 21 Community Preservation Reservation of Funds

To see if the Town will vote to appropriate or reserve from the Community Preservation annual revenues in the amounts recommended by the Community Preservation

Committee for committee administrative expenses and other expenses in Fiscal Year 2025, with each item to be considered a separate appropriation:

Appropriations:

From FY 2025 estimated revenues for Committee Administrative Expenses \$ 15,082.62

Reserves:

From FY 2025 estimated revenues for Historic Resources Reserve \$ 75,413.10

From FY 2025 estimated revenues for Community Housing Reserve \$ 75,413.10

From FY 2025 estimated revenues for Open Space Reserve \$ 75,413.10

From FY 2025 estimated revenues for Budgeted/General Reserve \$512,809.08

or take any action relative thereto.

Community Preservation Committee

Article 21: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 22 Community Preservation Appropriation of Funds

To see if the Town will vote to appropriate from **Community Preservation** available funds the following amounts recommended by the Community Preservation Committee for community preservation projects in Fiscal Year 2025, with each item to be considered a separate appropriation:

\$ 30,000	From Historic Preservation Reserve to the Park Commission for Liberty Park Monument Restoration;
\$214,500	From Undesignated Fund Balance to the Park Commission for Morgan Bowl Bleacher and Facilities Design Services;
\$ 1,100	From Historic Preservation Reserve to the Historic Commission for additional funds for Historic Signs;
\$200,000	From Undesignated Fund Balance to the Community Development Department for Matching Funds for Mass Central Rail Trail Design Grant;

or take any other action relative thereto.

Community Preservation Committee

Article 22: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 23 Community Preservation Transfer to Affordable Housing

To see if the Town will vote to appropriate and transfer \$75,413.10 from the Community Preservation Reserve for Community Housing fund balance to the Municipal Affordable Housing Trust Fund, or to take any other action relative thereto.

Community Preservation Committee

Article 23: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 24 Community Preservation Appropriation of Funds – Centennial Beach Debt Service

To see if the Town will vote to appropriate from Community Preservation Undesignated Fund Balance the sum of \$104,000.00 to pay the annual Centennial Beach Bond debt service recommended by the Community Preservation Committee for the beach renovation project; or take any other action relative thereto.

Community Preservation Committee

Article 24: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 25 Joint Dispatch Offset Receipts

To see if the Town will vote to appropriate the sum of \$709,512, said sum to be utilized to offset the cost of operating and maintaining a joint Police and Fire dispatch system through June 30, 2025, and such sum to be offset, in the aggregate, by the estimated receipts from public safety fees paid by the Highland Commons Shopping Center, all in accordance with the provisions of General Laws, Chapter 44, Section 53E as authorized in Article 14 of the Town Meeting of May 2, 1988; or take any other action relative thereto.

Executive Assistant
Finance Director
Fire Chief
Police Chief
Select Board

Article 25: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 26 Lake Boon Water Quality Remediation

To see if the Town will vote to transfer from previously certified and available Free Cash the sum of \$16,000 to the budget of the Lake Boon Commission, said sum to be used for invasive weed control on Lake Boon; or take any other action relative thereto.

Lake Boon Commission
Executive Assistant

Article 26: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 8-0-0

ARTICLE 27 Assabet River Water Quality Monitoring

To see if the Town will vote to transfer from previously certified and available Free Cash the sum of \$3,000 to be expended by the Executive Assistant with the approval of the

Conservation Commission to cover the costs of OARS Inc., for the purpose of water quality monitoring of the Assabet River in Hudson and for the control of invasive water chestnut plants in the Assabet River in Hudson, or take any other action relative thereto.

Conservation Commission
Executive Assistant

Article 27: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 6-1-0

ARTICLE 28 Water Department Vector Truck – Borrowing

To see if the Town will vote to appropriate the sum of Six Hundred Seventy Five Thousand Dollars (\$675,000) for the purpose of the Executive Assistant, with the approval of the Water Department, purchasing a Vector truck for the Water Department, and to see if the town will vote to meet this appropriation, by authorizing the Treasurer of the Town, with the approval of the Select Board, to borrow said \$675,000 pursuant to the provisions of General Laws, Chapter 44, Section 7, Clause 1, as amended, or any other enabling authority, and to issue bonds or notes of the Town therefor; or take any other action relative thereto.

Executive Assistant
Director of Public Works
Select Board

Article 28: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 29 Departmental Revolving Funds Annual Spending Limits

To see if the Town will vote to fix the maximum amount that may be spent during Fiscal Year 2025 beginning on July 1, 2024, for the Revolving Funds established in the Town by-laws for certain departments, boards, committees, agencies or officers in accordance with General Laws, Chapter 44, Section 53E½, as follows:

Revolving Fund	Department, Board, Committee, Agency or Officer	FY2025 Spending Limit
Hazardous Materials	Fire Chief	\$20,000
Fire Alarm	Fire Chief	\$30,000
Infiltration and Inflow	DPW Director	\$400,000
Inspection Fees	Building Commissioner	\$200,000

School Department Professional Development	Superintendent of Schools	\$20,000
Senior Citizens Programs	Council on Aging	\$75,000
Public Health Inspections	Board of Health	\$75,000
Tobacco Control	Board of Health	\$15,000
Curbside Pick-Up	Department of Public Works	\$875,000
Affordable Housing	Community Development Director	\$60,000
Farmers Market	Board of Health and Conservation Agent	\$20,000
Shared Public Health Services	Board of Health	\$20,000
Vaccination Program	Board of Health	\$20,000

or take any other action relative thereto.

Executive Assistant, Fire Chief, Finance Director, DPW Director, Building Commissioner, School Committee, Council on Aging, Board of Health, Community Development Director, Select Board

Article 29: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 30 Light and Power Surplus Account

To see if the Town will appropriate the receipts of the Light and Power Department for the operation, maintenance, expenses, repairs and construction for the Department for the fiscal year ending June 30, 2025, as defined in Section 57 and 58, Chapter 164 of the General Laws (1921) of Massachusetts, as thereafter amended, and that if there shall be any unexpended balance as of December 31, 2024, an amount not to exceed \$225,000 of the same shall be transferred to the Light and Power Surplus Account; or take any other action relative thereto.

Municipal Light Board
Executive Assistant

Select Board

Article 30: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 8-0-0

ARTICLE 31 Annual Town Reports

To see if the Town will vote to accept the Town's Annual Report and file same with the permanent records of the Town, or to take any other action relative thereto.

Executive Assistant
Select Board

Article 31: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 32 Waste Water Plant (Contract Operation) Five Years

To See if the Town will vote to authorize the Department of Public Works to enter into any contract for Waste Water Plant Operations (Contract Operations) for a term not to exceed five (5) years, or take any other action relative thereto.

Executive Assistant
Director of Public Works
Select Board

Article 32: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 33 Acquire Drainage Easement: 106 Park Street

To see if the Town will vote to authorize the Select Board to acquire by purchase, gift, or eminent domain a permanent drainage easement over land in the Town of Hudson, Middlesex County Southern District, Massachusetts situated on the easterly side of Park Street, known as 106 Park Street, being described in a deed to BERARDO MACARI and ANTOINETTE MACARI dated the 12th of October 2021 and recorded with the Middlesex South District Registry of Deeds at Book 78904, Page 558. Said easement is shown as Drainage Easement 106 on a plan by WSP USA Inc, dated December 13, 2023, to be recorded, and being more particularly described as follows.

Beginning at a point on the easterly sideline of Park Street, on a grid bearing of S 86°31'04" East a distance of 40.90 feet easterly, from a concrete bound found on westerly sideline of Park Street which marks the corners of 95 Park Street and 107 Park Street and the northeasterly corner of an existing Drainage Easement owned by the town of Hudson , and being the northwesterly corner of the easement herein described, thence;

S 55°44' 14" W along the easterly sideline of Park Street a distance of 12.50 feet to the northwest corner of land now or formerly of Beatrice Sims known as 108 Park Street, and of Drainage Easement 108, thence;

S 84°52'46" E along said Sims land, a distance of 120.00 feet to land now or formerly of Antonio M Nogueira known as 27 Brigham Street, thence;

Through land of the grantor the following

two courses N 64°40'57" W a distance of

51.20 feet to a point, and

N 89°00'10" W, a distance of 72.00 feet to the easterly sideline of Park Street and the Point of Beginning.

Said Drainage Easement 106 containing an area of 1,510 square feet, more or less.

Said easement is shown as Drainage Easement 106 on a plan titled "Plan of Easements to be conveyed to the Town of Hudson over land owned by Beatrice Sims and land owned by Macari Family Revocable Trust, 106 Park Street and 108 Park Street, Hudson, Massachusetts" dated December 13, 2023, by WSP USA Inc, to be recorded in the Middlesex South District Registry of Deeds.

Public Works Director
Select Board

Article 33: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 34 Acquire Drainage Easements: 108 Park Street

To see if the Town will vote to authorize the Select Board to acquire by purchase, gift, or eminent domain certain permanent and temporary easements over land in the Town of Hudson, Middlesex County Southern District, Massachusetts situated on the northerly side of Brigham Street and the easterly side of Park Street, known as 108 Park Street, being described in a deed to BEATRICE SIMS dated the 9th of April 2021 and recorded with the Middlesex South District Registry of Deeds at Book 77513, Page 411. Said easements are shown as Permanent Drainage Easement 108 and two Temporary Easements on a plan by WSP USA Inc, dated December 13, 2023, to be recorded, and being more particularly described as follows.

Permanent Drainage Easement 108. Commencing at a point on the southeasterly corner of land of said Sims and the northerly sideline of Brigham Street, said point located on a grid bearing of S 54°14'49" W at a distance of 37.00 feet from a concrete bound found on northerly sideline of Brigham Street which marks the

corners of 25 Brigham Street and 27 Brigham Street, and also being the southeasterly corner of the easement herein described, thence:

S 54°14'49" W along the northerly sideline of Brigham Street a distance of 18.24 feet to a point, thence;

S 54°14'49" W along the northerly sideline of Brigham Street a distance of 20.14 feet to a point, thence; Through land of the grantor the following three courses

N 42°24'30" W a distance of 29.12 feet to a point,

N 23°08'31" W a distance of 26.47 feet to a point, and

N 89°00'10" W, a distance of 74.22 feet to the easterly sideline of Park Street, thence;

N 55°44'14" E along the easterly sideline of Park Street a distance of 20.00 feet to the northwest corner of said Sims land and the southwest corner of land now or formerly of Berardo and Antoinette Macari known as 106 Park Street, and of Drainage Easement 106, thence;

S 84°52'46" E along said Sims land, a distance of 86.00 feet to a point, thence;

Through land of the grantor the following two courses,

S 23°08'31" E a distance of 35.03 feet to a point, and

S 42°24'30" E, a distance of 28.06 feet to the northerly sideline of Brigham Street and the True Point of Beginning.

Said Drainage Easement 108 containing an area of 2,790 square feet, more or less.

Said easement is shown as Drainage Easement 108 on a plan titled "Plan of Easements to be conveyed to the Town of Hudson over land owned by Beatrice Sims and land owned by Macari Family Revocable Trust, 106 Park Street and 108 Park Street, Hudson, Massachusetts" dated December 13, 2023, by WSP USA Inc, to be recorded in the Middlesex South District Registry of Deeds. Also, two Temporary Easements as shown on said WSP Plan containing 583 square feet and 1,372 square feet.

Public Works Director
Select Board

Article 34: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 35 Acquire & Extinguish Permanent & Temporary Easements Over Main Street

To see if the Town will vote to authorize the Select Board to:

- (1) acquire by purchase, gift, or eminent domain permanent and temporary easements over and under the parcel of real property at Main Street, Assessors Map 36, Parcel 73, for the purpose of construction, operation, and maintenance of a storm water drainage system for such water to flow from Lake Boon onto the property identified as Main Street, Assessors Map 36, Parcel 73, and said easement being shown as "Drainage Easement to Town of Hudson 2,602.27 s.f." on a plan entitled "Confirmatory Easement Plan of Land in Hudson, MA, dated November 30, 2023, 1" = 40', drawn by Thomas DiPersio, Jr. & Associates, Inc.," and on file with the Town Engineer;
- (2) authorize the Select Board to extinguish any and all of the Town's rights in that easement already owned by the Town and now depicted as "Easement A" on "Easement Plan of Land Main Street in Hudson MA. Scale 1"=40', February 1, 2002 by The BSC Group, Inc." a copy of said plan being on file with the Town Clerk's Office and recorded with the Middlesex South Registry of Deeds as Plan 1023 of 2002;
- (3) to see if the Town will vote to raise and appropriate, borrow pursuant to any applicable statute or transfer from available funds, a sum of money for such purposes; or
- (4) to take any other action relative thereto.

Public Works Director
Select Board

Article 35: The Finance Committee unanimously recommends adoption of the subject matter of this article. Vote 7-0-0

ARTICLE 36 Petitioned Article: Addictions Referral Center

To see if the Town will vote to take from available funds the sum of Twenty Thousand Dollars (\$20,000) to assist the Addiction Referral Center in Marlborough in its efforts to provide assistance to persons from Hudson and surrounding communities who have problems with alcohol and/or substance use disorder (SUD), said funds to be expended under the direction of the Executive Assistant and the Select Board; or take any other action relative thereto.

Petitioned by Tracey Gustafson and Ernie Kapopoulos

Article 36: The Finance Committee recommends adoption of the subject matter of this article. Vote 7-0-1

ARTICLE 37 Petitioned Article: Become an MBTA Community

To see if the Town will vote to place upon the official ballot of a Town of Hudson annual or special town election in 2024 the question "Shall this town be added to the Massachusetts

Bay Transportation Authority” in accordance with Massachusetts General Law, Part I, title XXII, 161A, Section 6; or take any other action relative thereto.

Petitioned by Brian H. O’Neill, et al.

Article 37: The Finance Committee does not recommend the subject matter of this article. Vote 0-6-0

ARTICLE 38 Petitioned Article: Disposition of Real Property

To see if the Town will vote to authorize the sale by auction or sealed bids of a parcel of land identified as Parcel 1 on railroad Val plan V5/21 within a section of a railroad right-of-way from station 1053+20 as shown on railroad Val plan V5/21 to station 1106+00 as shown on said plan, described in Section 5 (Central Mass Branch) of an Order of Taking recorded in the Middlesex South Registry of Deeds in Book 13156, Page 34; or take any other action relative thereto.

Petitioned by Brian H. O’Neill, et al.

Article 38: The Finance Committee does not recommend the subject matter of this article. Vote 0-5-2

ARTICLE 39 Petitioned Article: Disposition of Real Property

To see if the Town will vote to authorize the sale by auction or sealed bids of a parcel of land identified as Parcel 6 on railroad Val plan V5/21 within a section of railroad right-of-way from station 1053+20 as shown on railroad Val plan 5/21 to station 1106+00 as shown on said plan, described in Section 5 (Central Mass Branch) of an Order of Taking recorded in the Middlesex South Registry of Deeds in Book 13156, Page 34; or take any other action relative thereto.

Petitioned by Brian H. O’Neill, et al.

Article 39: The Finance Committee does not recommend the subject matter of this article. Vote 0-5-2

ARTICLE 40 Petitioned Article: Lease of Real Property

To see if the Town will authorize the Select Board as follows: The Select Board are hereby authorized by the inhabitants of the Town of Hudson to lease land on the following municipally owned property: Parcel 1 on railroad Val plan V5/21 within a section of a railroad right-of-way from station 1053+20 as shown on railroad Val plan V5/21 to station 1106+00 as shown on said plan, described in Section 5 (Central Mass Branch) of an Order of Taking recorded in the Middlesex South Registry of Deeds in Book 13156, Page 34, and upon such terms and conditions as such Select Board deems advisable in its discretion, as authorized under MGL Chapter 30B Sec. 16; or take any other action relative thereto.

Petitioned by Brian H. O’Neill, et al.

Article 40: The Finance Committee does not recommend the subject matter of this article. Vote 0-5-2

ARTICLE 41 Petitioned Article: Lease of Real Property

To see if the Town will authorize the Select Board as follows: The Select Board are hereby authorized by the inhabitants of the Town of Hudson to lease land on the following municipally owned property: Parcel 6 on railroad Val plan V5/21 within a section of a railroad right-of-way from station 1053+20 as shown on railroad Val plan V5/21 to station 1106+00 as shown on said plan, described in Section 5 (Central Mass Branch) of an Order of Talking recorded in the Middlesex South Registry of Deeds in Book 13156, Page 34, and upon such terms and conditions as such Select Board deems advisable in its discretion, as authorized under MGL Chapter 30B Sec. 16; or take any other action relative thereto.

Petitioned by Brian H. O'Neill, et al.

Article 41: The Finance Committee does not recommend the subject matter of this article. Vote 0-5-2

ANNUAL TOWN MEETING

And you are also directed to notify and warn said inhabitants to meet at the several designated polling places in their respective precincts in said Hudson, to wit:

Precinct I & Precinct V	Hudson High School, 69 Brigham Street
Precinct II	Glen Road Community Center, 4 Glen Road
Precinct III & Precinct IV	David J. Quinn Middle School, 201 Manning Street
Precinct VI	Auditorium, Town Hall, 78 Main Street

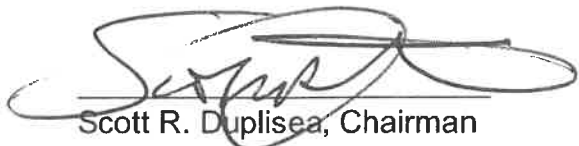
On Monday, May 13, 2024, at seven o'clock in the forenoon, then and there to choose by ballot the following Town Officers for the ensuing year:

Select Board, two for three years; Moderator, one for one year; School Committee, three for three years;) Trustees of Susan Cox, Joseph S. Bradley, J.J. Angell, Sarah A. Brown, George E.D. and Abigail E. Wilkins, Addie E. Cahill, Helen M. Lewis, Mary E. Tacey, Maude A. Whitney, Clara E. Houghton Funds, and Martin Joseph Moran III, one for three years; Housing Authority one for five years; Municipal Light Board, one for three years; Park Commission, one for three years; Board of Health, one for three years; Library Trustees, one for three years; Planning Board, two for three years; Planning Board, one for one year (to fill a vacancy); Cemetery Commission, one for three years; Constable, one for three years ; Constable, one for two years (to fill a vacancy) and Board of Assessors, one for three years.


And you are directed to serve this warrant by posting up copies attested by you in the following places: one at the Post Office, one at the Town House, one at the Office of the Town Clerk, and in six other public places in said Town, seven days at least before the time of holding said meeting and by publication in a newspaper published in said Town.

Hereof fail not and make due return of this warrant with your doings thereon to the Town Clerk on or before time of holding said meeting.

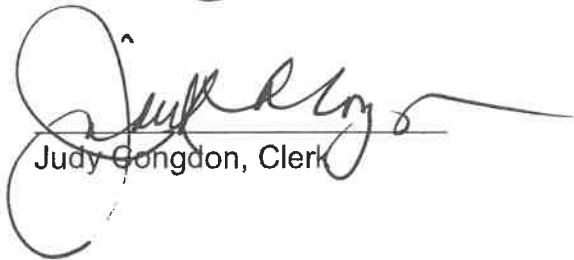
Given under our hands this 25th day of March in the year Two Thousand Twenty-Four.



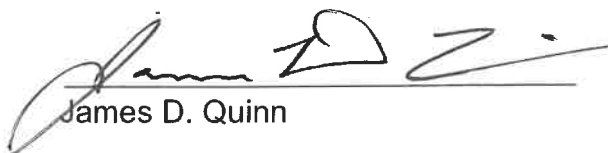
Scott R. Duplisea, Chairman



Michael D. Burks, Sr., Vice Chairman



Judy Gongdon, Clerk



James D. Quinn

INTRODUCTION TO TOWN MEETING

The Town Meeting is a deliberative assembly, charged with considering a number of questions of varying complexity in a reasonable period of time, and with full regard to the rights of the majority.

AUTHORITY

The three elements of authority at Town Meeting are a quorum of 150 registered voters or more, the Moderator and the Town Clerk.

The Moderator presides at and regulates the proceedings, decides all questions of order, and makes declarations of all votes. No one may speak on an issue without being recognized by the Moderator. It is his responsibility to approve the distribution of materials, and persons wishing to do so must seek his permission. The Moderator appoints Tellers and alternates for the purpose of counting votes of the meeting.

THE WARRANT

All matters to be considered at Town Meeting must be published in the Town Meeting Warrant, which is the responsibility of the Select Board. The Finance Committee reviews the warrant, making recommendations on items of business to be presented. In accordance with the by-laws, all articles in the Warrant are considered in the order in which they appear in the Warrant, unless the Town Meeting, after reasons have been stated. The Moderator has full discretion to decide whether or not the motion to change the order of articles will be entertained.

PARTICIPATION

All remarks should be limited to the subject then under discussion. It is improper to indulge in references to personalities. The Moderator may request any person to keep silent. If after warning from the Moderator, a person refuses to be silent or persists in other disorderly behavior, the Moderator may order a person to withdraw and if he fails to withdraw, may order a police officer to remove such person from the Meeting. Each individual who speaks to the Meeting should try to be as brief as possible out of consideration for others attending the Meeting and the need to give adequate time to all matters coming before it.

CLASSIFIED MOTIONS

Pursuant to section 8 of article II of the by-laws of the Town of Hudson, when a question comes before Town Meeting certain motions shall be received and have precedence in the following order:

PRIVILEGED MOTIONS: These are motions that have no connection with the main motion before the Town Meeting, but are motions of such importance that they are entitled to immediate consideration. These motions have the privilege of temporarily setting aside the main business before the Town Meeting.

TO ADJOURN (decided without debate):

TO FIX THE TIME FOR ADJOURNMENT:

SUBSIDIARY MOTIONS: These are motions that are used to modify or dispose of the main motion being considered. Their existence as motions depend on the main motion to which they are subordinate.

TO LAY ON THE TABLE (decided without debate)

FOR THE PREVIOUS QUESTION (decided without debate)

TO COMMIT

TO AMEND

TO POSTPONE INDEFINITELY

All motions may be withdrawn by the maker if no objection is made.

INFORMATION ON MOTIONS

A motion is the means of bringing a proposal or question before the Meeting for consideration. When put forward it is a motion; after is seconded and acknowledged by the Moderator, it becomes the question or proposal; and if it is approved by the Meeting, it becomes a resolution. Generally, no motion shall be entertained unless the subject is contained within a warrant article. The Moderator shall determine whether a motion is within the "scope of the article," that is, whether the warrant gives adequate notice that the action proposed by the motion might be taken at the Meeting. Articles only give notice and do not initiate action; motions do. Motions may be withdrawn; articles may not be. Some motions avoid a final determination by the Meeting. A motion to commit or refer sends the matter to

an existing board or committee or one to be established. The motion to postpone indefinitely disposes of the question without bringing it to a direct vote. The motion to postpone indefinitely should not be confused with the motion to lay on the table which only temporarily delays a vote.

Pursuant to article II, section 3 of the Town of Hudson by-laws, no vote of Town Meeting shall be reconsidered except upon notice by an individual who voted with the majority thereon given within one hour of such vote at the same or succeeding session. If the individual who gives notice does not immediately make such motion, then a motion to reconsider may be made by another individual voter who voted with the majority.

Pursuant to section 4 of article II, no article in the Warrant shall be again taken into consideration after disposed of unless ordered by a vote of two-thirds of the voters present and voting. Pursuant to section 5 of article II, no voter shall speak more than twice upon any question without obtaining leave of Town Meeting except to correct an error or explain a point, nor until all other individuals who have not spoken and so desire have been given the opportunity to speak. Pursuant to section 6 of article II, all motions must be reduced to writing before being submitted to the Town Meeting if required by the Moderator.

Pursuant to section 9 of article II, a motion to receive the report of a committee shall put the report before Town Meeting but not discharge the committee. A vote to accept or adopt such report with or without amendment shall discharge the committee.

Pursuant to section 10 of article II, a 150-voter quorum is required to conduct business at Town Meeting. However, no quorum is needed for a motion to adjourn.

Pursuant to section 11 of article II, articles in a warrant shall be considered in order, except that the Moderator upon request and for reasons stated, may entertain a motion to consider an article out of regular order.

Pursuant to section 12 of article II and in addition to the authority already specified above, the Moderator may administer the oath of office to a town officer chosen at Town Meeting. If a vote declared by the Moderator is immediately questioned by seven or more voters, then the Moderator must verify the vote by polling voters or dividing the Town Meeting. If a two-thirds vote of Town Meeting is required by State Statute, the count shall be taken and the vote recorded by the Town Clerk. However, if the vote is declared to be unanimous, a count is not needed and the Town Clerk shall record the vote as unanimous unless immediately questioned by seven or more voters.

TOWN FINANCE TERMINOLOGY

The following terms are used from time to time in the Annual Report and Town Meeting. In order to provide everyone with a better understanding of the meaning, the following definitions are offered:

SURPLUS REVENUE: (Sometimes referred to as Excess and Deficiency Account). This fund is the amount by which the Cash, Accounts Receivable, and other assets exceed the liabilities and reserves.

AVAILABLE FUNDS: (Often called "Free Cash") This fund represents the amount of money remaining after deducting from the Surplus Revenue all uncollected taxes for prior years, taxes in litigation and court judgments. This fund is certified annually by the State Bureau of Accounts and may be used to defray town costs by a vote of the Town Meeting.

OVERLAY: The overlay is the amount raised by the Assessors in excess of appropriations and other charges for the purpose of creating a fund to cover tax abatements and exemptions granted and to avoid fractions in the tax rate.

RESERVE FUND: This is a fund established by the voters at the annual town meeting and may consist of direct appropriations or transfers. Transfers from the Reserve Fund are initiated by the Executive Assistant and require the approval of the Finance Committee. The use of the Reserve Fund is restricted to "extraordinary or unforeseen expenditures".

ANNUAL TOWN MEETING
Monday, May 6, 2024

Constable's Return

Middlesex ss.

April 24, 2024

By virtue of an order issued by the Select Board on March 25, 2024, I did post this warrant on April 24, 2024, in the following places: One at the Office of the Town Clerk, One at the Post Office, One at the Town House, and at six other public places in said town, seven days at least before the time of holding said meeting. Publication was made in the Community Advocate on April 26, 2024, said newspaper being published in the Town of Hudson.

S/ Steven Dana Bruce, Constable
Town of Hudson

Received: April 24, 2024

A True Copy ATTEST: Joan M. Wordell, Town Clerk

PROCEEDINGS OF THE ANNUAL TOWN MEETING

Pursuant to the foregoing warrant the legal voters of the Town of Hudson assembled at Hudson High School Auditorium. The 159th Annual Town meeting was called to order at 7:30 PM. by Moderator, Richard T. Harrity, at which time he declared a quorum present. The Moderator read the call for the meeting and the Constable's return.

The Moderator read the following list of deceased town employees and officers into the record: Mary E. Hellen, Finance Committee, Election Warden, Town Clerk Dept, Senior Clerk; Richard Frank Ebens, School Committee, Hudson Town Improvement Committee, Hudson Clergy Assoc.; Roland Leo Plante, Finance Committee, Charter Commission, Light & Power, board member, Lewis Dewart Apsley Fund board member ; Jose A. Chaves, Police Dept., Police Officer; Hunter T. Micciche, Public Works, Laborer; Patrick Colaluca Jr. , Board of Health, Board member; Catherine May Russell, Hudson Historical Society, Hudson Emergency Medical Group; Kevin D. Tyler, Fire Dept. Firefighter; Donald Joseph Coletti, Industrial Finance Authority Board member, Denise Griffin, Election Clerk; Robert Mannes Town Hall, IT Manager; Aaron Reifowitz, Police Dept. Auxiliary Police Officer; Patricia (Patty) Walsh , Library; Ciculation Librarian; Charles L. Coggins, III, Police Dept., Police Officer; Barbara Mungeam, School Dept Special Education.

A motion was made and seconded that the Finance Committee's recommendation, where there is a recommendation, be adopted as an original motion. All in favor.

ARTICLE 1: PRIOR YEARS BILLS

VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 2: YEAR -END TRANSFER OF FUNDS

VOTED BY A MAJORITY to transfer \$230,789.00 from previously certified and available Free Cash and appropriate said sum to various departmental appropriations for Fiscal 2024.

ARTICLE 3: FY2025 BUDGET

VOTED BY A MAJORITY the motion to raise and appropriate the sum necessary to pay the salary and compensation of all elected officers and defray the usual and necessary expenses of the Town for the year beginning July 1, 2024 as follows:

1	Select Board	Personnel	\$13,000.00	29	Fire Department	Personnel	\$3,921,482
2	Select Board	Expenses	\$4,850	30	Fire Department	Personnel	\$463,210
3	Executive Assistant	Personnel	365,777	31	Inspections Dept.	Personnel	\$314,685
4	Executive Assistant	Expenses	\$5,863	32	Inspections Dept.	Expenses	16,336
5	Election & Town Meeting	Personnel	\$53,339	33	DPW Snow & Ice	Personnel	141,795
6	Election & Town Meeting	Expenses	\$20,225	34	DPW Snow & Ice	Expenses	\$212,700
7	Community Development	Personnel	\$296,691	35	Public Works	Personnel	\$2,416,451
8	Community Development	Expenses	\$21,200	36	Public Works	Expenses	\$1,313,750
9	Legal Services	Expenses	\$250,000	37	Board of Health	Personnel	\$229,141
10	Building Maintenance	Personnel	\$00.0	38	Board of Health	Expenses	\$16,470
11	Town Hall	Expenses	\$73,481	39	Council on Aging	Personnel	\$314,126
12	Personnel Expense	Expenses	\$16,260	40	Council on Aging	Expenses	\$35,800
13	Finance Department	Personnel	\$697,864	41	Veterans Service	Personnel	\$82,422
14	Finance Department	Expenses	\$157,075	42	Veterans Services	Expenses	\$68,000
15	IT Department	Personnel	\$261,244	43	Library	Personnel	\$701,730
16	IT Department	Expenses	\$358,281	44	Library	Expenses	\$243,884
17	Town Clerk	Personnel	\$183,730	45	Recreation	Personnel	\$397,402
18	Town Clerk	Expenses	\$16,525	46	Recreation	Expense	\$74,054
19	Moderator	Expenses	\$110	47	Debt Services	Expenses	\$4,711,906
20	Finance Committee	Expenses	\$603	48	Pension	Expense	\$7,920,764 ¹
21	Board of Assessors	Personnel	\$32,152	49	Group Insurance	Expenses	\$6,336,512
22	Board of Assessors	Expenses	\$119,350	50	General Insurance	Expenses	\$594,457
23	Municipal Light Board	Personnel	\$3,900	51	Assabet Valley	Expenses	\$3,331,679
24	Fort Meadow Comm.	Expenses	\$8,200	52	Hudson Schools	Personnel	\$35,864,710
25	Lake Boon Comm.	Expenses	\$3,200	53	Hudson School	Expenses	\$6,120,000
26	Historic District Comm	Expense	\$784	54	Schools Transportation	Expenses	\$2,295,000
27	Police Department	Personnel	\$4,397,149				
28	Police Department	Expense	\$611,072				

¹ Recommend that \$225,000 be taken from Light & Power Surplus Account and be applied to Line 48, Contributory Retirement and Pensions.

ARTICLE 4: FIRE ENGINE BORROWING RECISSION
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 5: CAPITAL PLAN – GENERAL FUND

VOTED BY A MAJORITY as amended to transfer \$2,742,450 from previously certified and available Free Cash to purchase items of equipment and make capital improvements requested by the various departments, by replacing in Fire Dept. Project :Station #1 Renovations \$400,000 with \$0.00 and

VOTED BY A MAJORITY to apply for, accept, and expend Massachusetts Public Library Construction Program ("MPLCP") grant funds if approved, and appropriate or take from available funds the sum of \$150,000, or any other sum if said MPLCP grant is approved, said sum to be expended by the Town for library assessment, planning, feasibility and/or design.

Department:	Project:	Amount:	Source of Funds:
Public Works	Roadway Resurface	\$300,000	Free Cash
	Traffic Study (Main/Lewis)	\$18,500	Free Cash
	Public Works Total:	\$318,500	
Fire Dept.	NFPA Certified Turnout Gear	\$200,000	Free Cash
	Breathing Air Compressor	\$80,000	Free Cash
	Station #1 Renovations	\$0.00	Free Cash
	Fire Engine	\$975,950	Free Cash
	Fire Dept. Total:	\$1,255,950	
Library	Design Funds – (MBLC Grant Requirement)	\$150,000	Free Cash
	Library Total:	\$150,000	
Police	Police Cruisers / Vehicles	\$215,000	Free Cash
	Computer Workstations & Monitors	\$168,000	Free Cash
	Police Total:	\$383,000	
Recreation	Rimkus Clubhouse Roof Replacement	\$35,000	Free Cash
	Recreation Total:	\$35,000	
School	Modular Classrooms	\$480,000	Free Cash
	HHS Gym Repairs	\$120,000	Free Cash
	School Total:	\$570,000	
	Grant Total Capital Plan:	\$2,742,450	

ARTICLE 6: LEASE-PURCHASE FINANCING AGREEMENT AUTHORIZATION-VACTOR TRUCK
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 7: AUTHORIZATION TO APPROPRIATE FROM INSURANCE RECOVERY ACCOUNT

VOTED BY A MAJORITY to authorize the Executive Assistant with the approval of the Director of the Department of Public Works to expend 3,030,291.98 money from the insurance proceeds received by the Town for the purpose of restoring and/or replacing property, vehicles, and equipment damaged as a result of a fire which occurred on February 14, 2024 at the DPW Garage.

ARTICLE 8: PUBLIC WORKS STABILIZATION FUND_TRANSFER OF FUNDS
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 9: WATER ENTERPRISE FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 10: SEWER ENTERPRISE FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 11: STORMWATER ENTERPRISE FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 12: TRANSFER FUNDS FOR FIRE HEADQUARTERS BUILDING RENOVATIONS
VOTED BY A MAJORITY to transfer from previously certified and available Free Cash \$1,200,000.00 to fund design, engineering, and construction costs relative to building renovations to Fire Headquarters.

ARTICLE 13: LOCAL OPTION TAX ABATEMENTS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 14: ESTABLISH STABILIZATION FUND- ASSABET VALLEY REGIONAL VOCATIONAL SCHOOL
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 15: PEG ACCESS AND CABLE RELATED BUDGET
VOTED BY MAJORITY to adopt the subject matter of this article.

ARTICLE 16: FUND UNEMPLOYMENT COMPENSATION TRUST FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 17: FUND WORKERS' COMPENSATION INSURANCE TRUST
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 18: FUND GENERAL STABILIZATION FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 19: FUND OTHER POST EMPLOYMENT (OPEB) LIABILITY TRUST FUND
VOTED BY A MAJORITY to pass over the subject of this article.

ARTICLE 20: THE RESERVE FUND
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 21: COMMUNITY PRESERVATION RESERVATION OF FUNDS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 22: COMMUNITY PRESERVATION APPROPRIATION OF FUNDS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 23: COMMUNITY PRESERVATION TRANSFER TO AFFORDABLE HOUSING
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 24: COMMUNITY PRESERVATION APPROPRIATION OF FUNDS- CENTENNIAL BEACH DEBT SERVICES
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 25: JOINT DISPATCH OFFSET RECEIPTS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 26: LAKE BOON WATER QUALITY REMEDIATION
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 27 ASSABET VALLEY WATER QUALITY MONITORING
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 28: WATER DEPARTMENT VACTOR TRUCK -BORROWING
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 29: DEPARTMENTAL REVOLVING FUNDS ANNUAL SPENDING LIMITS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 30: LIGHT AND POWER SURPLUS ACCOUNT
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 31: ANNUAL REPORT
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 32: WASTE WATER PLANT (CONTRACT OPERATION) FIVE YEARS
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 33: ACQUIRE DRAINAGE EASEMENT- 106 PARK STREET
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 34: ACQUIRE DRAINAGE EASEMENTS- 108 PARK STREET
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 35: ACQUIRE & EXTINGUISH PERMANT & TEMPORARY EASEMENTS OVER MAIN STREET
VOTED UNANIMOUSLY to adopt the subject matter of this article.

ARTICLE 36: PETITIONED ARTICLE : ADDICTIONS REFERRAL CENTER
VOTED BY A MAJORITY to adopt the subject matter of this article.

ARTICLE 37: PETITIONED ARTTICLE: BECOME AN MBTA COMMUNITY
VOTED BY A MAJORITY not to adopt the subject matter of this article.

ARTICLE 38: PETITIONED ARTICLE: DISPOSITION OF REAL PROPERTY
VOTED BY A MAJORITY not to adopt the subject matter of this article.

ARTICLE 39: PETITIONED ARTICLE DISPOSITION OF REAL PROPERTY
VOTED BY A MAJORITY not to adopt the subject matter of this article.

**ARTICLE 40: PETITIONED ARTICLE: LEASE OF REAL PORPERTY
VOTED BY A MAJORITY** not to adopt the subject matter of this article.

**ARTICLE 41: PETITIONED ARTICLE: LEASE OF REAL PROPERTY
VOTED BY A MAJORITY** not to adopt the subject matter of this article.

Town Meeting adjourned @ 10:05AM

Select Board

The Select Board members are the Chief Elected Officials of the Town of Hudson. As the senior elected board, the Select Board are the primary policy makers for the town. They provide a valuable link to other boards through their liaison system.

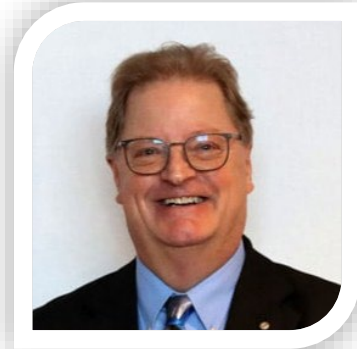
They serve as the appointing authority for the Executive Assistant and most non-elected committee positions. The Select Board are the statutory licensing agents for the town, and in this capacity, they authorize new licenses, hold hearings to consider infractions of existing licensees, and approve renewals.



Scott R. Duplisea
Chair
2023-2026



Judy Congdon
Vice Chair
2022-2025



Steven C. Sharek
Clerk
2024-2027



James D. Quinn
Member
2022-2025



Diane G. Bemis
Member
2024-2027

Membership

The Annual May Town Election had Steven C. Sharek and Diane G. Bemis winning their bid for election. Following the vote, the Board undertook its yearly reorganization by electing its officers; Scott R. Duplisea as Chairman, Judy Congdon as Vice-Chairman, and Steven C. Sharek as Clerk.

Appointments and Personnel

In 2024, the Board approved appointments of several members of the community to serve on Town Boards and Committees. We thank not only our past Board members for their years of service to the Town of Hudson, but also those recently appointed for their anticipated contributions as we all work toward our common goal of improving our community.

In August new Building Commissioner, Robert Berger, was welcomed to Hudson after the retirement of Jeff Wood.

Licensing

The Select Board issued approximately 176 licenses in 2024 as the licensing authority for restaurants, alcohol establishments, automobile dealers, and other commercial activities.

Annual Budget

At the May Annual Town Meeting, voters approved the Fiscal Year 2025 budget, amounting to \$86,110,392.

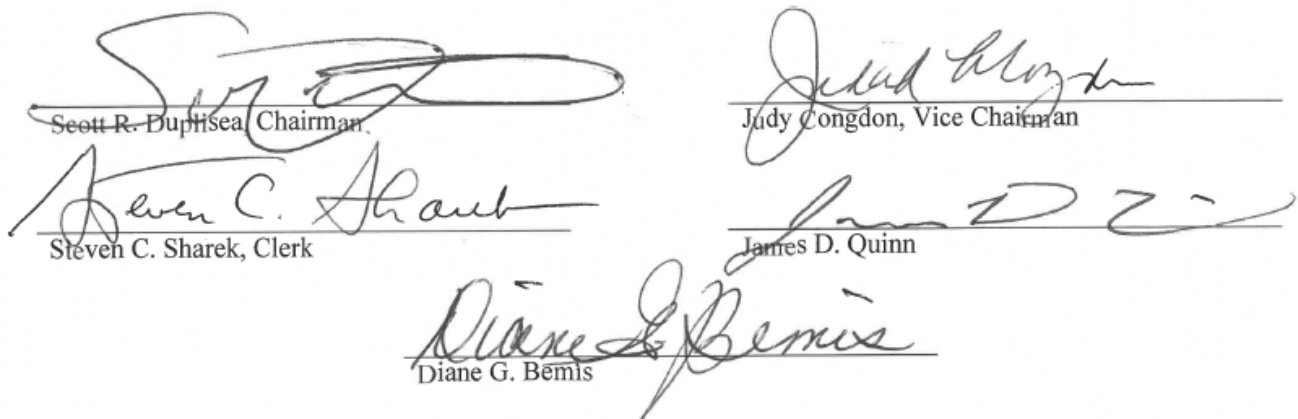
Tax Classification

At the December 2024 annual tax classification hearing, the Select Board decided to set the minimum residential factor for FY25 at .8960 and acknowledged a resulting Excess Levy Capacity of \$10. This resulted in tax rates of \$13.88 per \$1,000 for Residential and \$27.11 per \$1,000 for Commercial and Industrial properties.

Town Hall

In June, the Select Board adopted new Town Hall hours to implement evening hours on Tuesdays.

Hudson Select Board



Scott R. Duplisea, Chairman

Judy Congdon, Vice Chairman

Steven C. Sharek, Clerk

James D. Quinn

Diane G. Bemis

Executive Assistant

2024 will largely be remembered by the all-consuming Presidential campaign, election, and subsequent regime change in Washington, D.C. In Hudson, 2024 was a year of notable accomplishments. It was also a year which featured the initial public discussions of a potential Proposition 2 ½ Override which was being considered for FY2026.

At the Annual Town Meeting in May, the voters approved a FY2025 operating budget that was balanced using conservative revenue estimates. In recognition of the growing structural deficit between expenses and available revenue, municipal department heads were willing to support and Town Meeting approved reductions of \$276,646 in existing departmental expenses. Part of these reductions included the second Deputy Fire Chief, a position eliminated via attrition. In January, the Select Board noted the retirement of Deputy Fire Chief Brian Sleeper.

New Public Works Facility

In May of 2023, a \$24M appropriation for a new Public Works Facility was approved and then funded via a debt-exclusion vote at the 2023 Annual Town Election. In early 2024, the DPW Building Committee was well on their way providing oversight and direction to a much-anticipated facility which would replace and consolidate multiple older buildings which were built sixty years earlier. Helene-Karl Architects and Construction Monitoring Services provided architectural and owners project management services, respectively, to support this new facility. And, Castagna Construction Corporation was awarded the bid for general contractor services. The DPW Building Committee met monthly throughout the year guiding a project which remained on schedule and under budget by the end of the year.

Finances

Local receipts revenue as of June 30, 2024 documented good evidence for a local economy continuing to perform well. Excise tax revenue on meals and building permit fees surpassed estimates. And, for the first time in recent memory, motor vehicle excise tax revenue increased in a meaningful way. The new growth figure, however, was lower than growth realized in FY2021 and FY2022, further constraining the already existing limitations of Proposition 2½ and its ability to fund municipal budgets severely burdened with extraordinary post-pandemic increases in the costs of goods and services. By the close of the year, the fiscal outlook for FY2026 was growing increasingly dire as very little excess tax levy remained when the FY2025 tax rate was set, combined with the troubling trend of expenses rising faster than the typical increases in the levy could support.

Significant capital investments were funded at both the Annual and Special Town Meetings. \$1.2M from previously certified Free Cash was appropriated to supplement an earlier borrowing to initiate repairs to the Fire Headquarters facility where some of the building components were reaching the end of their useful life. These components included the flat membrane roof and rooftop air-handling units as well as the overhead doors to the apparatus bays. In November, Town Meeting authorized a \$6,716,000 borrowing to begin replacing the oldest of the Town's wastewater pump stations. And, after many months of planning, the Brigham Street culvert was repaired in the fall and Brigham Street was finally opened on October 31st. R. Bates and Sons, Inc. was awarded a contract for \$714, 811 for this work.

Downtown

The Hudson Business Improvement District remained the vibrant and invested organization providing direction and support to the downtown business community as it has since its inception. I note with sadness that a long-time downtown business, Robinson's Hardware, announced in October that they would be closing their family stores in Hudson and Framingham.

Personnel

In July, the Select Board ratified my appointment of Robert Berger as the new Building Commissioner. Mr. Berger brings to Hudson over twenty years' experience serving as a Building Commissioner in Massachusetts and is regarded as a expert in the field, providing professional development opportunities to municipal building officials in the region. Mr. Berger joined with Mr. Thomas Desimone who had been hired a month early as the Deputy Building Inspector. Also in June, the Select Board noted the retirement of Mr. Jeffrey Wood who had served as the Building Commissioner in Hudson for many years.

In August, the Select Board ratified my appointment of Amanda Beaudoin as the Administrative Assistant to the Select Board and Executive Assistant. Ms. Beaudoin had been serving as the Principal Clerk in the Treasurer / Collector's Office before this promotion.

Additionally, in November, the Select Board ratified my appointment of Katie Evangelisti as the Principal Assessor, a newly created department head position in the Assessors office. Ms. Evangelisti had served as the Administrative Assistant in the Planning and Community Development Department before this promotion.

Proposed INTEL Redevelopment

In 2023, INTEL sold the land on 75 Reed Road to National Development, a Boston-based developer which has been aggressively marketing the property for an end user(s). National Development has continued to work with municipal staff and the community to share any new information regarding the re-purposing of the site. Unfortunately, for much of 2024 the commercial real estate market in the greater Boston region experienced significant softening. The search continues.

In closing, I am grateful for the confidence that the Select Board continues to place in me to serve as their Executive Assistant. I am encouraged by the direction and support that I have received, and I look forward to serving for many more years. Special thanks to Fernanda Santos and Amanda Beaudoin for their support of this office and their continued dedication to the Town of Hudson.

Respectfully submitted,

Thomas Gregory
Executive Assistant

Elected Town Officials

SELECT BOARD

	Term Expires
Scott R. Duplisea, Chair	05/2026
Judy A. Congdon	05/2025
James David Quinn	05/2025
Diane Bemis	05/2027
Steven Sharek	05/2027

MODERATOR

Richard Harrity	05/2025
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SCHOOL COMMITTEE

Steven Smith	05/2025
Zach Maule	05/2027
Christopher M. Monsini	05/2025
Christopher P. Yates	05/2027
Steven Sharek (Elected to Select Board 5/13/2024)	05/2026
Marcia Mitchell	05/2027
Erica Ankstus	05/2026
Joan Melillo (Appt'd to Vacancy)	05/2025

TRUSTEE BENEVOLENT FUNDS

Anthony Buscemi	05/2027
Diane Buchanan, Chair	05/2026
AnneMarie Lourens	05/2025

HUDSON HOUSING AUTHORITY

Christine Monteiro (Appt'd to Vac)	5/2025
Stephen Domenicucci	5/2026
Cynthia Janeiro-Ehlke, Tenant Appointed Member	5/2026
Christine Dimare, State Appointed Member	5/2026
Sarah Cressy	5/2028

MUNICIPAL LIGHT BOARD

Thomas Charles Green	05/2027
Justin Provencher	05/2026
Michael J. Andrade (Resigned 6/20/2024)	05/2025
Joseph Fiorello (Appt'd to Vacancy)	05/2025

Justin Connell, Manager

PARK COMMISSION

Robert Bowen, Sr., Chair	05/2025
Michael Chaves	05/2026
Jay Roan	05/2027

BOARD OF HEALTH

Matthew C. Gallen	05/2027
Cassia Monteiro (Resigned 7/15/2024)	05/2025
Allyson O'Malley	05/2026
Anthony Buscemi (Appt'd to Vac)	05/2025

LIBRARY TRUSTEES

Maryalice McCormack.	05/2025
Thomas Desmond, Chair	05/2026
Patricia A. MacMunn	05/2027

PLANNING BOARD

Robert D'Amelio, Chair	05/2027
Rodney Frias	05/2027
David Daigneault	05/2026
Darryl Filippi	05/2025
Joseph Mitchell	05/2025

CEMETERY COMMISSION

Duane Searles	05/2025
Nelson Luz Santos, Ch	05/2026
Thomas Garrity	05/2027

CONSTABLES

Michael D. Schreiner	05/2027
Steven Dana Bruce	05/2025
Daniel Mitchell	05/2026

BOARD OF ASSESSORS

Joanne McIntyre	05/2027
Christine A Griffin, Chair	05/2025
Brian G Bowen	05/2026

Katherine Evangelisti, Principal Assessor Appt'd 11/4/24

VOCATIONAL REGIONAL DISTRICT

William J. Charbonneau, Jr	05/2027
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Appointed Town Officials

MUNICIPAL AFFORDABLE HOUSING TRUST FUND		Term Expires
Kevin L. Santos, Chair		12/31/2025
Scott Duplisea		12/31/2025
John Parent		12/31/2025
Christopher Staysniak		12/31/2025
Darryl Filippi		12/31/2024
Jory Tsai		12/31/2024
Ian Mazmanian		12/31/2024
Anne Marie Lourens		12/31/2025
Peter Breton		12/31/2025

DPW FACILITY BUILDING COMMITTEE	
Thomas Gregory	
Eric Ryder	
Rajitha Purimetla (Resigned Sept 2024)	
Kenny Blood	
Richard Dipersio	
Matt Reed	
Scott Duplisea	
Joseph McNeely	
Frank Noyes	
James Arsenault	

Lake Boon Commission

Approved February 10, 2025

Statement of Purpose:

Formed under Chapter 712 of the Acts of 1941 by the Massachusetts legislature, the LBC embodies an enduring commitment to the preservation and sustainable management of Lake Boon. With a rich history rooted in stewardship, the commission remains steadfast in its mission to uphold the ecological integrity and safety of Lake Boon, while also promoting community engagement and environmental stewardship. Under its purview the commission can create and enforce regulations governing activities on and around the lake. These regulations, enacted as by-laws, may cover aspects such as boating, fishing, water quality, on ice activities, shoreline development, and environmental protection.

This annual report reflects the principal programs and initiatives in advancing the purpose and mission of the LBC during calendar year 2024.

Composition and Engagement:

Comprising three unpaid members—two appointed by the Stow Select Board and one by the Hudson Select Board—the LBC operates with transparency and inclusivity at its core. Holding publicly posted meetings approximately eight times per year, the commission encourages community participation and insight into its activities and initiatives.

Despite the challenges presented by the COVID-19 pandemic in 2023, the LBC remained dedicated to facilitating public engagement by transitioning meetings to a virtual format via Zoom, prioritizing both safety and accessibility. In 2024, the LBC was comprised of: Conray Wharff (Commissioner/Chairperson, Hudson), Dan Barstow (Commissioner/Clerk, Stow) and Dan Tereau (Commissioner, Stow).

Year End Report:

The Lake Boon Commission plays a crucial role in protecting the ecological health, recreational opportunities, and overall well-being of the Lake Boon community. Established to oversee activities in and around the lake, the Commission ensures sustainable resource use, water quality protection, and habitat preservation. Through regulation enforcement, maintenance coordination, and community involvement, the commission promotes collaborative lake stewardship, fostering harmony among residents, visitors, and the environment. Its presence highlights the importance of proactive governance in sustaining Lake Boon's integrity and vitality, benefiting present and future generations. This annual report reflects on the commission's dedication to safety, enjoyment, and cooperation in safeguarding Lake Boon and its community.

Winter Rules Implementation:

Last year, LBC adopted Winter Rules for the Lake, in support of improved safety. This year, there were no reported incidents, through a combination of public acceptance of the rules, and limited duration of ice during the winter months.

Healthy Lake Boon Initiative (HLBI):

Despite the conclusion of the HLBI grant in 2022, the Lake Boon Commission remained steadfast in its commitment to monitoring the health of the lake. Through the involvement of residents as "Citizen Scientists" and the establishment of a Scientific Advisory Board, the project continued to collect valuable data on water quality,

nutrient levels, and emerging environmental threats. This collaborative effort reinforces the commission's dedication to preserving the ecological balance of Lake Boon for generations to come.

Weed Treatment and Drawdown:

Addressing the persistent challenge of invasive weeds, the LBC continued its comprehensive lake management program in 2024. By implementing measures to reduce nutrient loading and conducting licensed herbicide applications in accordance with state permits and local regulations, the commission actively mitigated the spread of non-native vegetation. The ongoing focus on education, invasive weed treatment, and lake drawdown, supported by data collected through the HLBI, underscores the commission's commitment to preserving the ecological integrity of Lake Boon.

Exceptional Service Recognition:

The Lake Boon Commission (LBC) extends heartfelt appreciation for the outstanding dedication and selfless service rendered by David Gray of Stow in overseeing various essential tasks concerning drawdown operations and fostering community engagement through effective communications. Additionally, our profound gratitude goes to Red Aylward, also from Stow, for meticulously coordinating the vital weed treatment efforts, ensuring the preservation of the lake's ecosystem and recreational amenities. Their tireless commitment and unwavering support play a pivotal role in the conservation and enhancement of our cherished lake environment, embodying the spirit of volunteerism and stewardship. We are deeply grateful for their invaluable contributions, which significantly enrich the well-being of our community and the sustainability of our natural resources.

In addition to Mr.'s Gray and Aylward, we would like to additionally recognize the town boards of Stow and Hudson as well as the local law enforcement community in their collective efforts to maintain and protect the safety and enjoyment brought to users of the lake.

Respectfully submitted,

Conray Wharff, Commissioner/Chairperson, Hudson

Dan Barstow, Commissioner/Clerk, Stow

Dan Tereau Commissioner, Stow



Fort Meadow Commission

General:

The 2024 boating season opened to the public in late April with the opening of the Hixon public launch to the Early Fisherman Club and lake residents to launch their boats, then opened to all Hudson/Marlborough residents on Memorial Day.

The Marlborough and Hudson Conservation Commissions approved the dropping of the lake 4ft in late October 2023 to help control the invasive weeds and clams. This low lake height also provides an opportunity for lake residents to do any approved rock wall or shoreline repairs. The dam was closed on March 1st, 2024 and took approximately a month to fill.

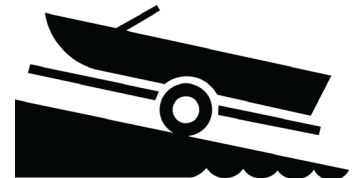
At the first Fort Meadow Commission meeting in May, the slalom course in the middle of the large basin was approved for another year. The slalom course continued to receive positive interest and almost daily use with little to no boater inconvenience.

As in past years, the Commission in conjunction with the Marlborough DPW continued to maintain and make improvements to the Gene Hixon Public Boat Launch. The Commission invested in an extra 12' length of dock to allow for more boat mooring. The additional dock space will help during busy ramp days to reduce the time to put in and take out boats. The yearly spring installation and fall removal of the 14+ buoys on the lake is a major undertaking and marks the beginning and end to the boating season. As Chair, I appreciate the support from all the Commission members and general public that assist in this task. The Commission continues to make investments in safety gear for the lake and purchased several additional buoys in 2024 to replace older and failing buoys. Plans are in place for additional procurements in 2025.

In addition to the buoy replacements, Ft Meadow Commission funding was used for patrolling the Lake, weed treatment and operation of the Gene Hixson Boat Launch and public dock.

Safety:

Safety remains the number one priority for the Fort Meadow Lake Commission.



In past years, the Commission has encountered safety challenges with unsupervised early-season swimmers going out beyond approved areas and into the boating lanes at Memorial Beach. This year, the Marlborough Recreation Department adopted a recommendation to keep the beach gates locked until it is fully staffed by lifeguards in late May. This has been a tremendous success increasing the safety of the public - appreciate the partnership with Chuck Thebado Marlborough Recreation Department Director to get this implemented.

The Commission noted a substantial increase in boating traffic during the summer from the public ramp as interest in watersports continues to rise. This has also brought a set of challenges with inexperienced drivers and general awareness to lake rules and regulations. The increased Commission presence on the lake has helped with safety and ensuring local boating rule awareness. Happy to report there were no major boating issues or injuries during the summer months.

Unfortunately, mid-summer, there was an incident in the small, unsupervised section of the lake over by the Grove. Apparently, a young male fisherman had an accident on the shoreline and drowned. Marlborough PD, along with local EMS led the investigation and discovery – the Commission wasn't directly involved.

Lake Health:

Regrettably, the agreement with our weed contractor that helped manage the lake expired. The process to bid and award a new contract was undertaken and was subsequently awarded to a new vendor in September. By this time, it was too late to perform any meaningful treatments. Plans were put in place to ensure all the needed EPA approvals and weed surveys were scheduled when the season opens in 2025.

As a result of the inability to treat the lake, there was a noted increase in invasive weeds across numerous areas of the lake. Weed treatment budgets across Hudson and Marlborough continue to be limited and only allow for spot treatments. An increase to the Hudson Fort Meadow Weed Control budget was requested and funded and the plan is to fully address the weed issues in 2025. As a result of year delay in treatment, 2024 weed control funds were “lost” at the end of the fiscal year.

Summary:

A schedule of the 2024 FMC meetings and agendas will be available at both the Marlborough City and Hudson Town Halls and on the Hudson & Marlborough Town websites.

The Commission would like to thank the Fort Meadow residents and boaters for all their suggestions, hard work, and commitment to assuring that we had an enjoyable and safe 2024 season.

If you would like further information, you may contact the Fort Meadow Commission through Hudson Town Hall, Marlborough City Hall, or you can email me at the address below.
gpell24@outlook.com














Best Regards,
Gary Pelletier
Chairman - Fort Meadow Lake Commission

JP Onate
Hudson Fort Meadow Lake Agent





Town Clerk’s Summary

Summary of Licenses

	Select Board Licenses	\$52,720
	Certified Copies Vital Statistics	\$22,050
	Miscellaneous Copies	\$80.15
	Marriage Intentions	\$3,575
	Business Certificates	\$5,340
	Pole Locations	\$0
	Zoning Booklets, Street Books, etc.	\$150
	Raffle Permits	\$100
	Storage of Flammable Renewals	\$760
	Historic District Board Filing Fees	\$300
	Dog License Fines	\$5,800
	Non-Criminal Complaint Fines	\$1,300
	Notary Fees	\$55
TOTAL		\$92,230.15

Vital Statistics			
Year	Births	Deaths	Marriages
2024	225	200	146
2023	189	190	134
2022	176	182	154
2021	210	186	120
2020	161	183	161

	Dog Licenses		
247	Male/Female (\$20) (10 transfers @ \$1)	\$4,950	
2076	Neutered/Spayed (\$15) (2 transfers @ \$1)	\$31,142	
5	Kennels (\$100)	\$500	
4	Kennels (\$150)	\$600	
1	Kennels (\$150) 1 fee waived	\$0	
TOTAL			\$37,192.00

4 fees waived MGL Ch 272 §98A
1 fee waived Non-Profit Charitable Kennel MGL Ch 140 §137A
262 fees waived MGL 140 § 139

School Committee & Superintendent of Schools

To the Hudson Community:

The Hudson School Committee and the Superintendent of Schools are pleased to present their Annual Report. It is a great honor to serve our community by working together to live our mission of Delivering a World-Class Education Today for the Global Leaders of Tomorrow.

Budget Summary

For the first time in decades, the Hudson Public Schools is developing a budget that is reliant on a successful Proposition 2-½ override campaign to ensure level services continue for students. The FY26 budget includes a projected deficit of \$3.3M, which has been reduced from \$4.4M with a reduction of \$1.1M through the elimination of 12 positions and 2 buses. The arrival of this moment has been a point of discussion relative to the School Department's long-term fiscal outlook for the last few years. The major drivers leading to the projected deficit include:

1. **Expenses vs. Revenue:** There is an annual trend of school department operational expenses outpacing available revenue. A 2.5% annual increase to the town appropriation does not keep pace with the annual increase in costs.
2. **Use of Reserve Funds:** The School Department used all of its School Choice revenue to close the FY25 budget gap. Historically, School Choice revenue has been used as a stabilization fund for unexpected costs during each fiscal year.
3. **Expiration of ESSER:** Federal funds provided for COVID relief through the American Rescue Plan Act (ARPA) and the Elementary and Secondary School Emergency Fund (ESSER) officially expired on September 30, 2024.
4. **Transportation:** Our FY25 increase in transportation costs was 51%. This was over \$1M above what the district projected for transportation. Transportation is projected to rise an additional 6% in FY26 and in FY27.
5. **Out of District Tuitions:** Tuition costs for Hudson students needing special education services that we cannot provide in district rose by over \$800K in FY25. Out of district tuition rates for special education, which include transportation costs, are set by the state and typically rise between 3% and 5% annually.

The FY26 proposed School Department budget utilizes the full town appropriation of \$45,386,703 approved by the Select Board on February 24, 2025. In order to ensure level services for students, the School Department requires a total budget of \$51,086,703, a difference of \$5.7M. A successful override reduces this gap to \$2.4M which will be closed through the use of grants as well as School Choice and Circuit Breaker funds. A failed override will require the reduction of an additional 40 to 50 positions, the introduction of new user fees, and the elimination of programs including athletics and extracurricular activities.

As noted above, expenses are outpacing available revenue year after year. In response to this, the School Department continues to do all it can to reduce costs where possible. These reductions, however, are a mitigation strategy, not a long-term solution. We are looking to the legislature to enact changes at the state level that will provide public education funding relief to municipalities. There is potential legislation relating to reimbursement formulas for special education and transportation costs, the impact of charter school assessments on local budgets, and adjustments to the calculation of annual Chapter 70 state aid amounts as it relates to fluctuating inflation rates. If passed alone or together, these pieces of legislation would bring additional dollars to Hudson to offset rising costs to non-discretionary services.

The School Department is committed to efficiency, but we can only honor this commitment if we are able to provide the services, programming, and experiences our students need. A passed override, in concert with the \$1.2M in reductions we have already made for FY26, will allow us to maintain what we have. The alternative will remake the Hudson Public Schools that is far below the standard our community deserves. Hudson has a long history of investing in its children by supporting its public schools. I am hopeful that we will find ourselves in a position to continue this tradition in FY26.

I want to close by thanking Executive Assistant Thomas Gregory, Finance Director Neil Vaidya, and the members of the Hudson Select board and Finance Committee for their partnership throughout the budget development process. I also want to thank the Hudson community for their ongoing support of the Hudson Public Schools.

School Committee Membership

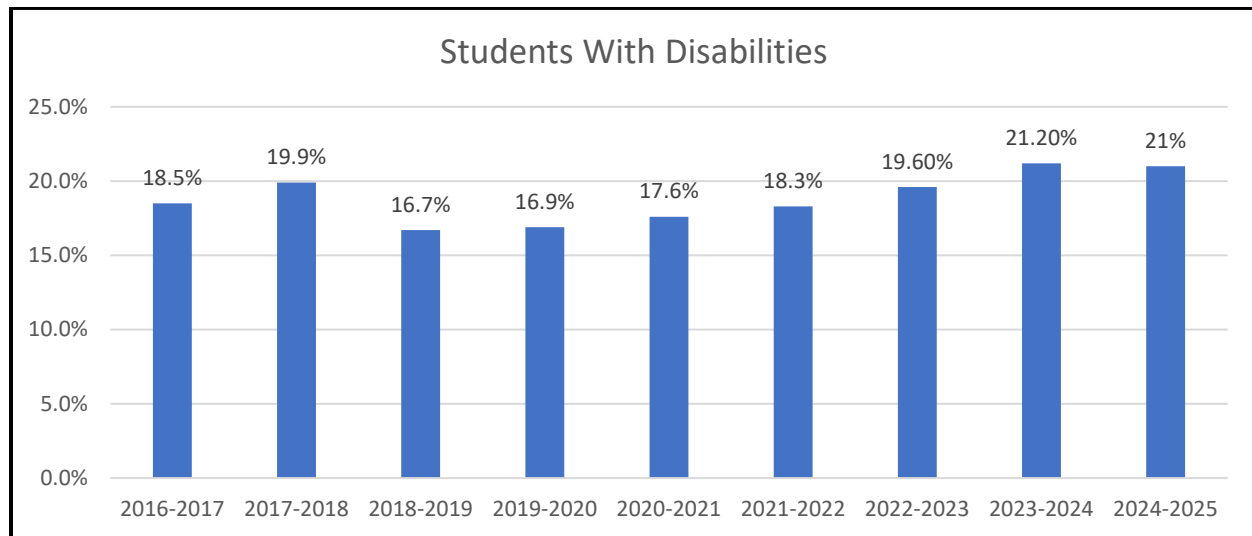
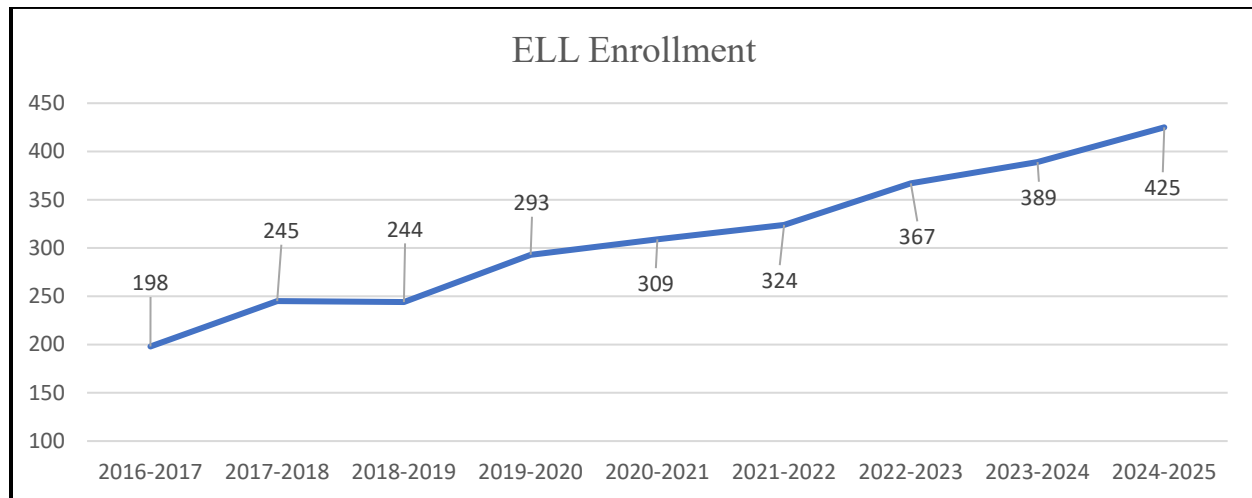
The May 13, 2024 Annual Town Election resulted in the election of Chris Yates (incumbent), Zack Maule, and Marcia Mitchell to three-year terms. At the Committee's *organizational meeting* on May 14, 2024, Steven Smith was appointed to Committee

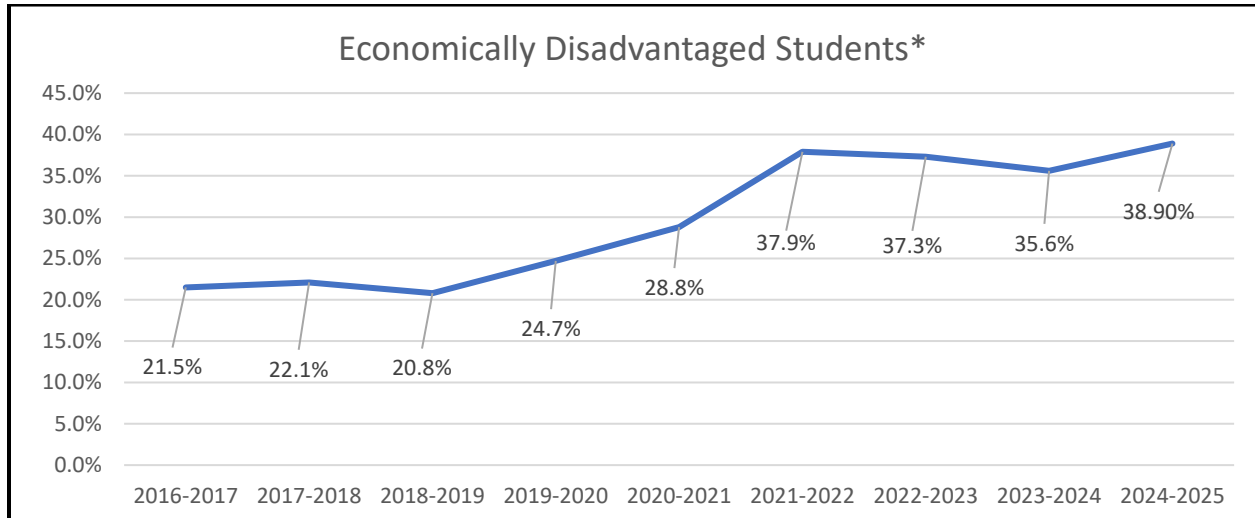
Chair, Chris Yates was appointed as Committee Co-Chair, and Erica Ankstus was appointed the role of Committee Secretary. On September 9, 2024, Joan Melillo was appointed to fill a vacancy until May 12, 2025.

Student Enrollment and Demographics

The District's certified October 1, 2024 enrollment numbers are included in the chart below:

School	Grades Served	10/1/24 Enrollment
Hudson High School	8-12	784
Quinn Middle School	5-7	546
C.A. Farley Elementary	PK-4	474
Forest Avenue Elementary	PK-4	269
J.L. Mulready School	PK-4	249
Total		2,322
Student Demographic		% of District (10/1/24)
First Language not English		36.5%
English Language Learner		18.3%
Students with Disabilities		21%
High Needs		55.9%
Economically Disadvantaged		38.9%





*Massachusetts Department of Elementary and Secondary Education

2023 MetroWest Adolescent Health Survey Key Indicator Report for Hudson

The MetroWest Adolescent Health Survey (MWAHS) is an initiative of the MetroWest Health Foundation. The 2018 survey is the 9th administration of the MWAHS, which has been administered every other year since 2006 in the region served by the MetroWest Health Foundation. In 2023, over 38,074 middle and high school students in all 25 communities in the region participated in the survey. The survey data is dedicated to: improving adolescent health and wellness by supporting data-driven advancements in prevention efforts, programs, and policies, monitoring trends in adolescent health and risk behaviors. The survey was administered to middle school students in grades 6 and 7 and high school students in grades 9 through 12. Student participation was voluntary with opt-out choice by parents and students. Data collection at each school was guided by a protocol that protected the privacy of students' responses. 497 students in grades 6 through 8 (91% participation rate) and 525 students in grades 9 through 12 (83% participation rate) participated in the survey.

Hudson Grades 9-12 MetroWest Adolescent Health Survey Results	2008	2010	2012	2014	2016	2018	2021	2023
Life "very" stressful (past 30 days)	29.1%	28.5%	25.1%	34.8%	34.9%	36.8%	37.3%	27.1%
Depressive symptoms (past 12 months)	24.9%	19.4%	20.8%	26.1%	19.8%	22.8%	32.6%	24.5%
Self-injury (past 12 months)	15.6%	12.6%	15.4%	17.4%	12.9%	13.5%	22.4%	16.0%
Considered suicide (past 12 months)	12.1%	10.5%	14.5%	14.4%	12.1%	14.1%	18.3%	14.2%

Hudson Grades 6-8 MetroWest Adolescent Health Survey Results	2008	2010	2012	2014	2016	2018	2021	2023
Life "very" stressful (past 30 days)	N/A	13.1%	11.3%	16.9%	19.3%	21.7%	18.0%	15.0%
Depressive symptoms (past 12 months)	N/A	14.8%	13.7%	20.0%	10.9%	18.3%	24.9%	21.8%
Self-injury (past 12 months)	N/A	6.3%	10.2%	11.7%	8.3%	8.5%	13.6%	14.0%
Considered suicide (past 12 months)	N/A	9.4%	13.0%	14.0%	10.6%	15.6%	18.0%	14.3%

School Committee Subcommittee Reports

1. Budget Sub-Committee

Description: All School Committee members are part of this Subcommittee. The goal of the Subcommittee is to work through the annual budget details with the Superintendent and the District Budget Team. The final budget is voted on during School Committee meetings and ultimately presented to the Board of Selectmen and Finance Committee before it is presented at Town Meeting for approval. The Committee, Superintendent, and District Budget Team participated in Resource Allocation and

Prioritization sessions in February of 2024 to analyze the FY25 Budget proposal and to prioritize budget requests. The FY25 Budget was approved by the School Committee on April 9, 2024 and submitted to the Town on April 10, 2024.

2. Policy Sub-Committee

Description: Work with the Superintendent to review the District Policy Manual and determine which policies should be updated, introduced, and/or removed. Once the desired changes are identified, the Superintendent and/or Sub-Committee draft and review the changes, which are ultimately presented to the full School Committee for approval.

3. Strategic Goals Subcommittee

Description: Develops recommendations related to strategic topics identified by the School Committee. This can include things such as the School Committee strategic goals, action items related to the strategic goals, and facilitating meetings with the community related to some topics being addressed by the Subcommittee. The Committee has adopted the 2024-2027 Strategic Goals, which aligned with the District Improvement Plan.

- Goal 1: Reduce ongoing, long-term budget pressures.
- Goal 2: Sponsor proactive planning to maximize facilities utilization.
- Goal 3: Support the adoption of a new literacy curriculum aligned to current research and best practices.
- Goal 4: Increase student retention within the district.
- Goal 5: Drive parent and community engagement to solicit input and increase awareness on school-related topics of interest to them.

4. Superintendent’s Evaluation Subcommittee

Description: Oversees the annual Superintendent evaluation process, which includes developing goals for the coming year and evaluating performance against the prior year’s goals. The Subcommittee presents this information each year to the full School Committee for approval. They met in October 2024 to evaluate the Superintendent’s goals. The Mid-Cycle Goals Progress Report was subsequently submitted to the School Committee for review and approval.

District Improvement Plan

The District Leadership Team further developed the District Improvement Plan during the 2024-2025 school year. The table below identifies our mission, vision, and core values and delineates four strategic goals to guide and support the work being developed by each member of the Hudson school community.

DISTRICT IMPROVEMENT PLAN 2024-2025	
Element	Definition
Mission	Delivering World-Class Education Today for the Global Leaders of Tomorrow
Our Values	Excellence: We work with integrity and hold ourselves accountable for exemplary service, outcomes, and interactions. Strong Relationships: We build a strong sense of community based on clear communication and partnerships. Educating the Whole Child: We recognize students as unique individuals and frame decisions with all students in mind.
Vision	Every student feels nurtured, challenged, and confident to embrace the future.
<i>Are the foundation of the...</i>	
Theory of Action	If all Hudson Public Schools personnel work collaboratively to educate the whole child, then all students will succeed and become productive citizens.
<i>Which leads to the development of the...</i>	
Strategic Objectives	1. High Quality Instructional Practices: Every educator and administrator will strategically employ high-leverage instructional practices and assess the impact on student learning through the analysis of data. 2. Educating the Whole Child: Provide rigorous, inclusive learning experiences that integrate academics with social emotional learning so that each and every student is successful in all of these areas. 3. Innovative Educational Practices: Ensure that ALL students are regularly engaged in innovative projects, rigorous tasks, and complex texts while providing just-right support to ensure success. 4. Climate and Culture: Strengthen community connections by focusing on equity, empowerment, psychological safety, accountability, and trust.
<i>Which will be achieved by the...</i>	

Strategic Priorities	High Quality Instructional Practices
	1.1 Use data to drive the increase in use of high leverage instructional practices and student based outcomes.
	1.2 Review the elementary literacy curriculum and recommend changes informed by evidence-based instructional practices.
	1.3 Revise the implementation of Massachusetts Department of Elementary and Secondary Education (DESE) Educator Evaluation Framework to ensure consistent and responsive feedback for all educators that are in alignment with the new 2024 rubric.
	1.4 Continue to implement and refine language learning strategies in Dual Language (DL) classrooms and Sheltered English Immersion (SEI) classrooms in K-4.
	Educating the Whole Child
	2.1 Ensure that all stakeholders can recognize the most common elements of Social Emotional Learning (SEL) for the Hudson Public Schools' community and its impact on student success and well-being.
	2.2 Each school will continue to implement and refine Social Emotional Learning (SEL) curricula with a focus on student success and well-being.
	Innovative Educational Practices
	3.1 Expand access and opportunity for all students to engage in rigorous learning experiences.
	3.2 Develop a shared understanding of what fully integrated technology looks like in a 1:1 District.
	3.3 Implement the District's MTSS Framework in order to identify interventions for students experiencing academic challenges.
	Climate and Culture
	4.1 Continue the development of equitable practices for the students, staff, and families of the Hudson Public Schools.
	4.2 Increase community awareness of the strength and diversity of programming (academic and extra-curricular) available to students across all levels.

Student Achievement

In 2023, Hudson's students achieved rates of proficiency on the College Board's SAT (Scholastic Aptitude Test). Hudson students are exceeding the State and National averages on the Reading SAT and exceeding the National Average on the Math SAT.

2023-2024 SAT Test Scores

2023-2024 School Year	Hudson High School	State Average
Reading/Writing SAT	580	559
Math SAT	550	550

2024 Advanced Placement Participation and Performance

Subject	Tests Taken	HHS % Score 1-2	HHS % Score 3-5
2-D Art and Design	2	0%	100%
Biology	36	61%	39%
Calculus AB	12	33%	67%
Calculus BC	2	0%	100%
Chemistry	5	40%	60%
Drawing	1	0%	100%
English Language and Composition	17	29%	71%
English Literature and Composition	26	54%	45%
Physics 1	43	88%	12%
Physics C: Electricity and Magnetism	5	100%	0%
Physics C: Mechanics	5	0%	100%
Psychology	56	27%	73%
Seminar	17	24%	76%
Spanish Language and Culture	8	13%	88%
Statistics	34	47%	53%

United States Government and Politics	15	20%	80%
United States History	35	26%	74%

*The College Board – AP Exams Student Score Distributions

Class of 2024 Post Graduation Plans

There were 156 graduates in the Class of 2024. Their identified plans after they graduated from Hudson High School break down into the following categories.

4 Year College or University	2 Year College	Military/Gap/ Work, Other Service
67%	18%	15%

2024-2025 Hudson High School National Honor Society Induction Recipients:

The following students are members of the National Honor Society at Hudson High School: Kylie Andrade, Jason Blake, Alessandra Burnett, Isabella Chamberlain, Adriana Chaves, Brynn Concannon, Jillian Davis, Jackson Deveney, Julian Ehlke, Ava Frias, Hannah Frias, Roy Gao, Caden Gould, Abby Horton, Ben Jackson, Adrianna Lane, Rylie Nelson, Sthefanne Neubaner Azevedo, Lillyana Resendes, Annadelia Ruminsky, Sofia Tenaglia, Madeline Winkley

2024-2025 Hudson High School National Junior Honor Society Induction Recipients:

The following students are members of the National Junior Honor Society at Hudson High School: Keira Bradstreet, Cristiano De Oliveira Filho, Logan Dome, Anna Iacobucci, Audrey Jensen, Amanda Perry, Gabriel Westberg, Grace Aucoin, Peyton Bossart, Rylie Bossart, Brooke Chaves, Reese Concannon, Alyssa Donaruma, Emily Downin, Brooklyn Harding, Carl Hart, Julia Klinedinst, Emilia Murphy, Katherine Quinn, Addison Rivero, Sydney Roush, Lailah Ruminski, William Sickles, Sofia Springer, Gavin Stone, Sarah Sullivan, Ella Williams, Jackson Wood

Recognition of Retirees

The District would like to recognize the following employees, whom retired in June 2023, for their dedication and service to the students of Hudson: June Bianchini (7.2 years), Melissa Cherry (15.6 years), Michael Stacey (43.4 years), Terri Buscemi (12.8 years), Kathleen Kohland-Park (29.8 years), Joan Marchese (21.8 years), Cary Schwartz (13.8 years), Maria Ricciuti (15 years), Catherine Kilcoyne (11.8 years), Kathleen Provost (19.8 years), Brian Blake (18 years), Maria Suarez (14.8 years), Susan Hehir (17.8 years), Linda McGrath (22.8 years).

Respectfully submitted,

Steven C. Smith, Chair
Christopher Yates, Vice Chair
Erica G. Ankstitus, Secretary
Zachary Maule
Joan Melillo
Marcia Mitchell
Christopher M. Monsini
Dr. Brian K. Reagan, Superintendent

2024



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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“NO ONE IS COMPELLED TO CHOOSE THE PROFESSION OF POLICE OFFICER; BUT HAVING CHOSEN IT, EVERYONE IS OBLIGATED TO PERFORM ITS DUTIES AND LIVE UP TO THE HIGH STANDARDS OF ITS REQUIREMENTS.”

~ CALVIN COOLIDGE ~

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 our 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	Payroll



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 ROSTER 2024

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'9

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

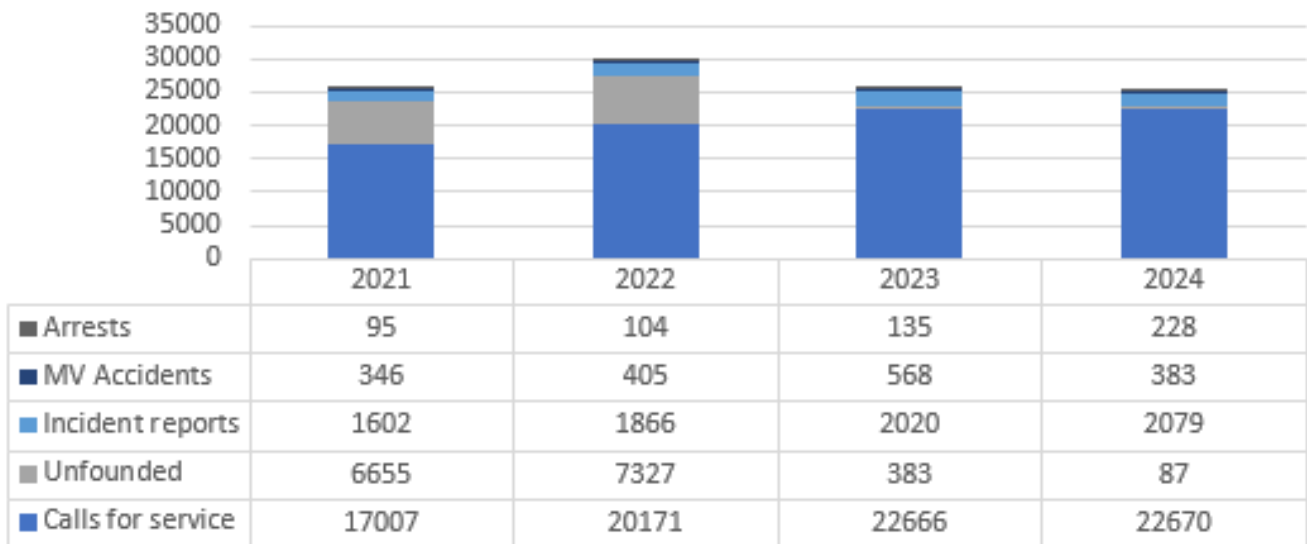
THOMAS W. BOUDREAU, ALFRED BARESE, CHRISTOPHER SHEA

ANIMAL CONTROL

JENNIFER CONDON

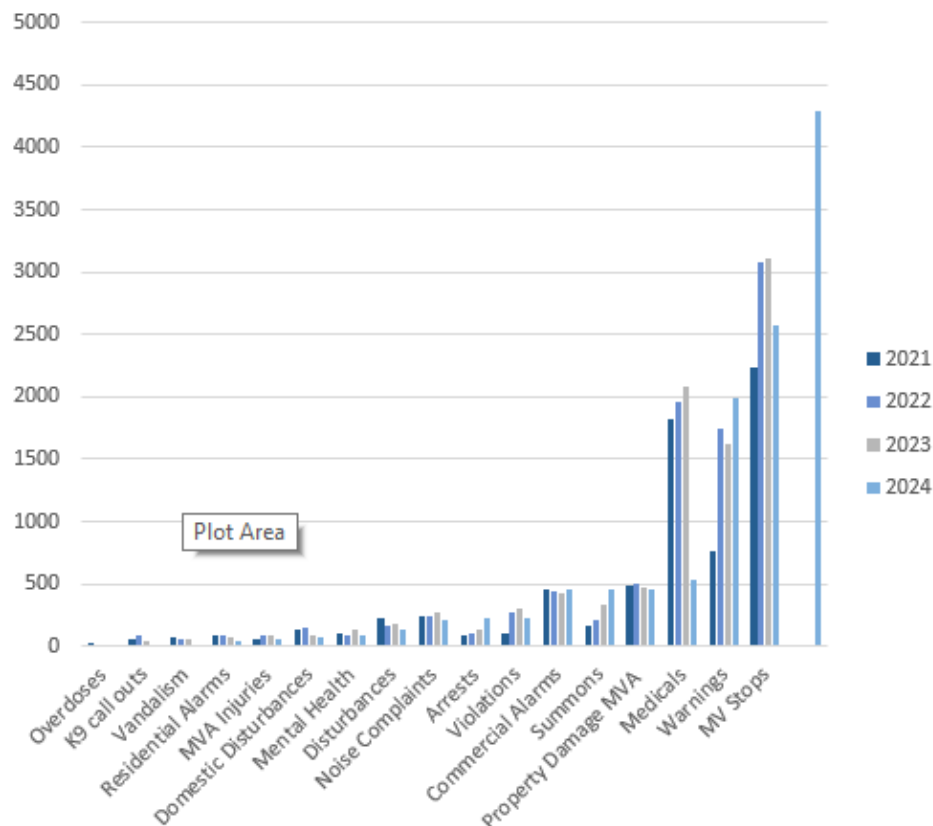
HPD by the Numbers

Calls for Service



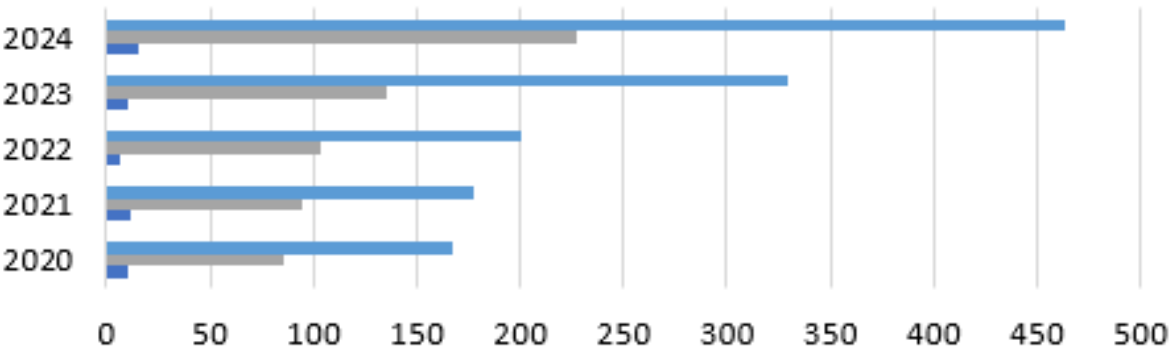
■ Calls for service ■ Unfounded ■ Incident reports ■ MV Accidents ■ Arrests

Calls by Type



Department at a Glance

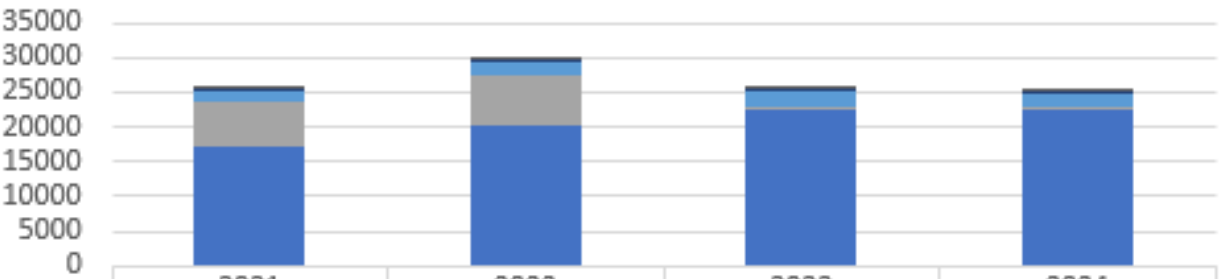
Arrests



	2020	2021	2022	2023	2024
Summons	168	178	200	329	463
Arrests	86	95	104	135	228
Protective Custody	10	12	6	10	16

Summons Arrests Protective Custody

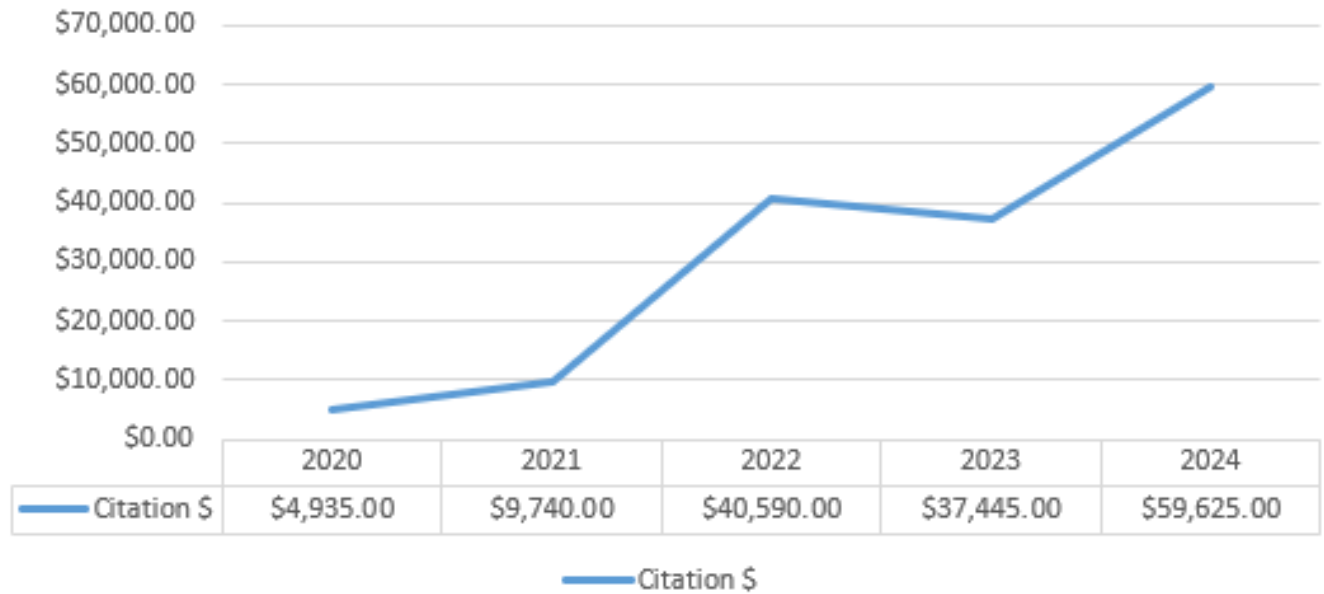
Calls for Service



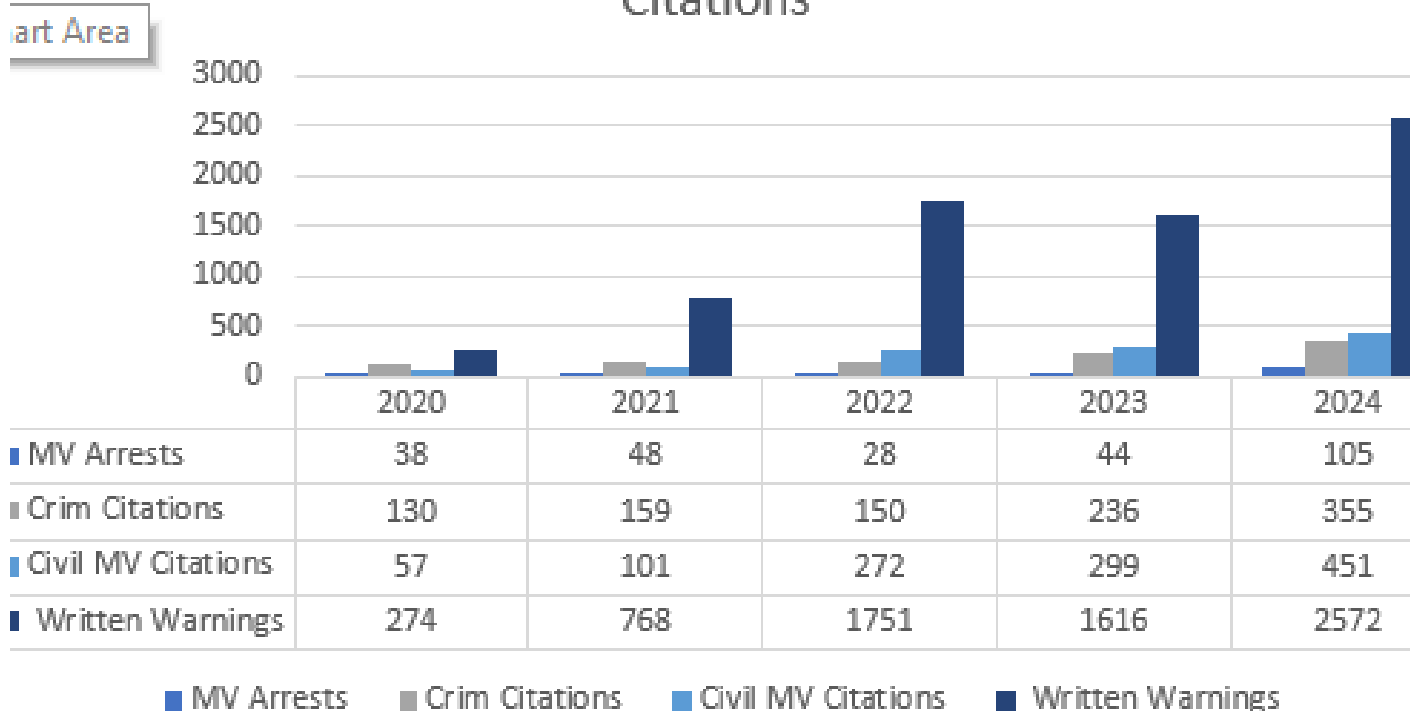
	2021	2022	2023	2024
Arrests	95	104	135	228
MV Accidents	346	405	568	383
Incident reports	1602	1866	2020	2079
Unfounded	6655	7327	383	87
Calls for service	17007	20171	22666	22670

Calls for service Unfounded Incident reports MV Accidents Arrests

Citation \$



Citations



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.



QUICK FACTS	
TOTAL POPULATION	20,092
SWORN POLICE OFFICERS	36
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

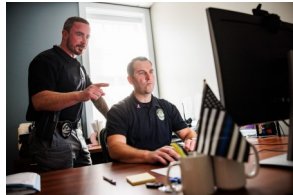
SOCIAL MEDIA

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 Instagram @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.

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 19th 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.



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

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 utmost 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 18th 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 activities. 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).



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.



Deployment Summary

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



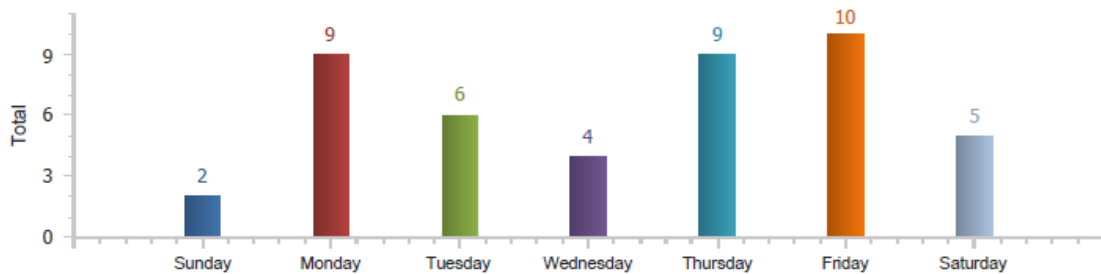
Overview

Total Deployments: 45
Total Arrests: 3

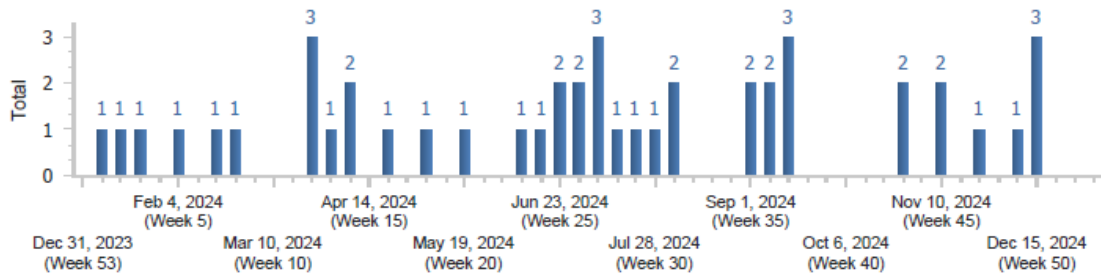
Detection Deployments: 9
Arrests With Bites: 0

Patrol Deployments: 36

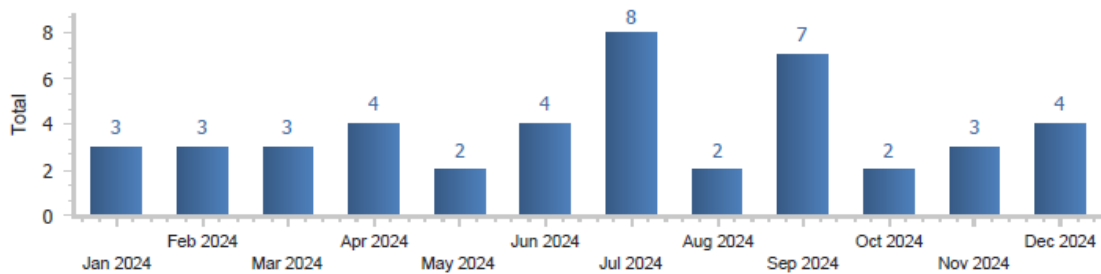
Deployments By Day Of Week



Deployments By Week



Deployments By Month



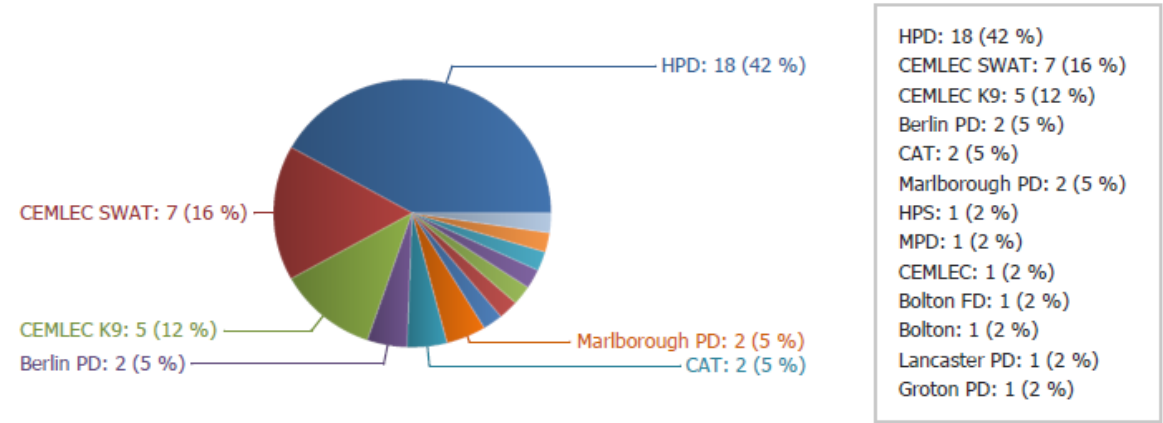
PACKTRACK report printed by Samuel Leandres, Hudson MA
Thursday, January 2, 2025 at 9:46 PM

Deployment Summary

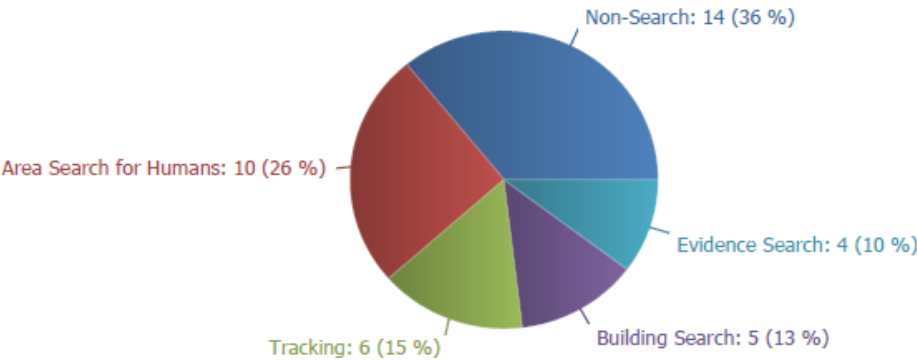
Samuel Leandres and K9 Jocko, Hudson MA
Using all 45 Records from January 1, 2024 to December 31, 2024



Top 25 Requesting Agencies



Patrol Types



Deployment Summary

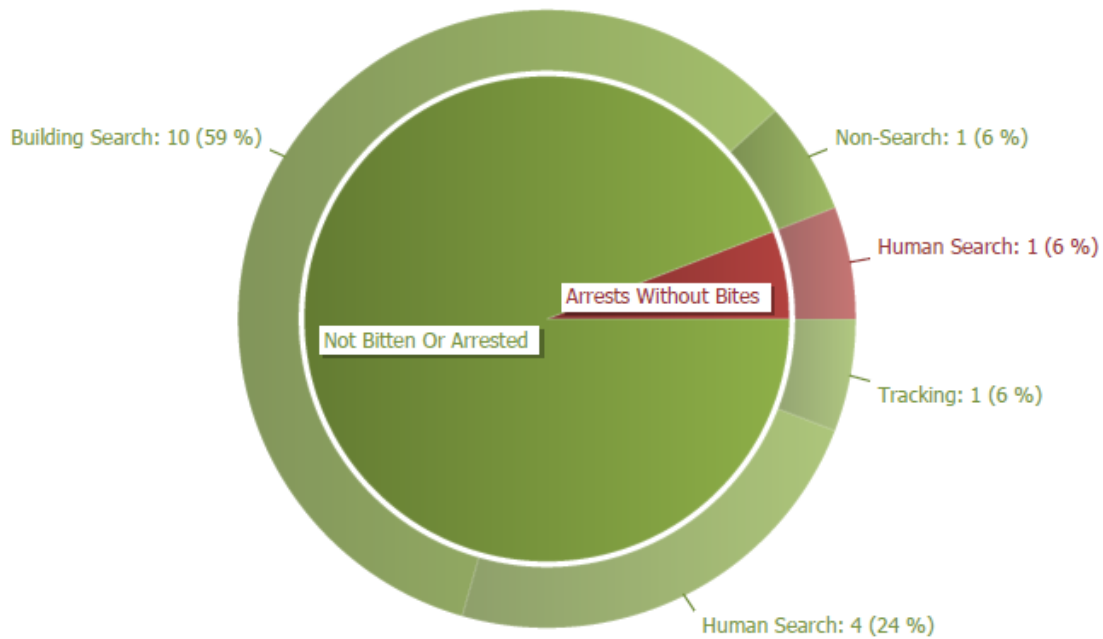
Samuel Leandres and K9 Jocko, Hudson MA

Using all 45 Records from January 1, 2024 to December 31, 2024



Outcomes For 17 People Found

Arrests With Bites: 0 (0 %)	Total Patrol Arrests: 1
Arrests Without Bites: 1 (6 %)	Unintentional Bites: 0
Not Bitten Or Arrested: 16 (94 %)	



Deployment Summary

Samuel Leandres and K9 Jocko, Hudson MA

Using all 45 Records from January 1, 2024 to December 31, 2024

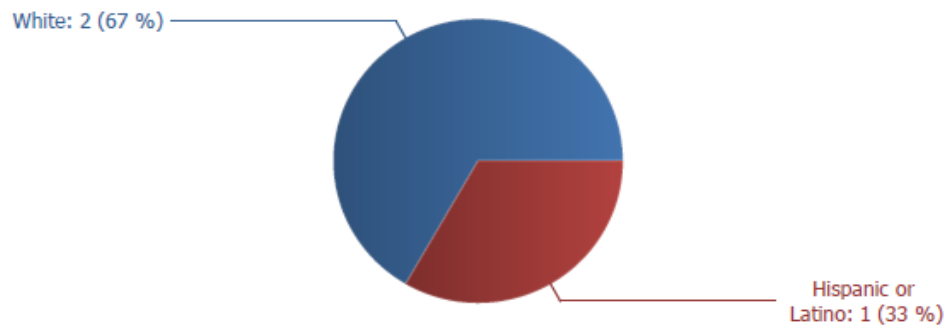


Demographic Data: Arrests

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

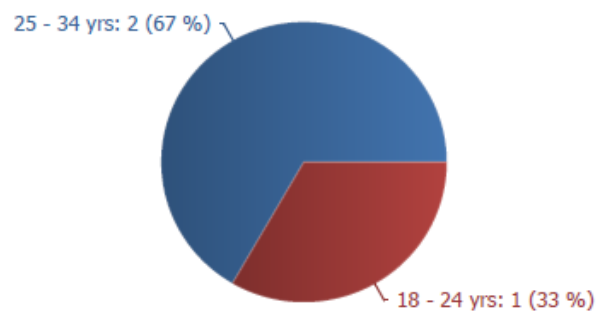
Arrests by Race/Ethnicity

Total Arrests: 3



Arrests by Age

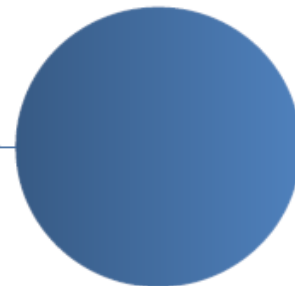
Total Arrests: 3



Arrests by Sex At Birth

Total Arrests: 3

Male: 3 (100 %)



PACKTRACK report printed by Samuel Leandres, Hudson MA
Thursday, January 2, 2025 at 9:46 PM

Page 4 of 6

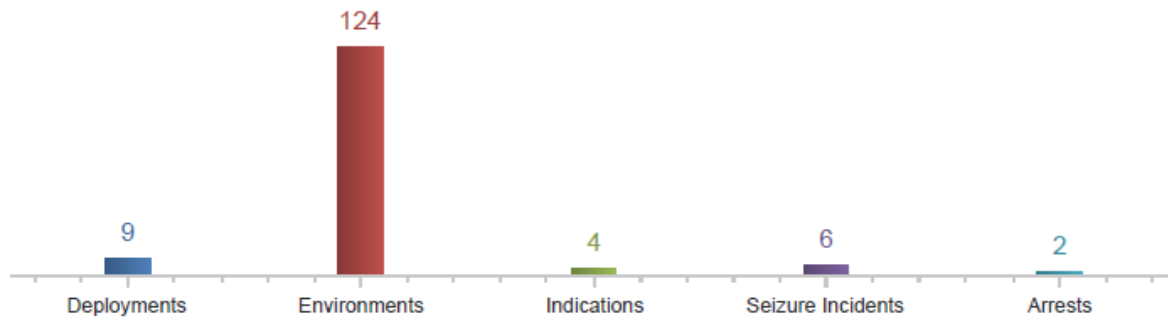
Deployment Summary

Samuel Leandres and K9 Jocko, Hudson MA

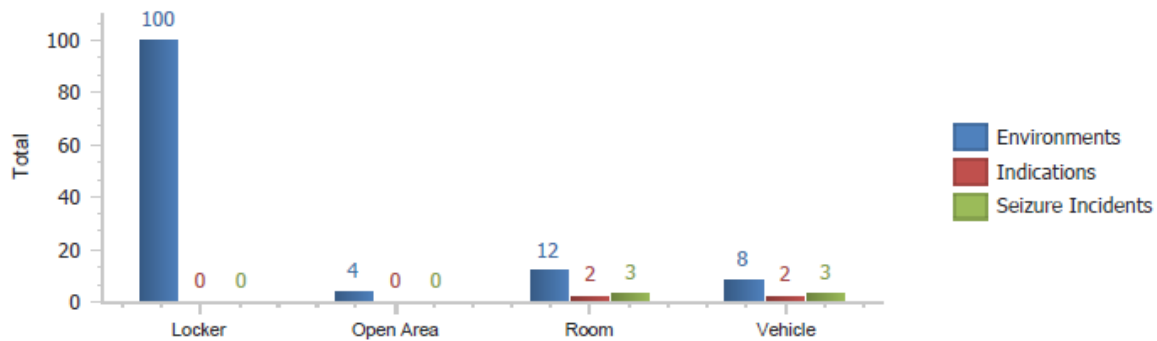
Using all 45 Records from January 1, 2024 to December 31, 2024



Detection Statistics



Detection Environments



Deployment Summary

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





Drug Paraphernalia Indications

Paraphernalia  3 seizure incidents (100%): 4 items

Packaging Around Drug Paraphernalia

Canvas: 3 (100%)

Drug Indications

Cocaine  2 seizure incidents (67%): 20 grams
Fentanyl  1 seizure incidents (33%): 100 grams

Packaging Around Drugs

Plastic: 2 (66%) Metal: 1 (33%)



COMMUNITY *RESOURCE DOG*



MURF



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 he's with.



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





2024 CEMLEC DRONE YEAR IN REVIEW

Photo: Drone deployed at a serious MVA in Auburn. The drone was used to show how the bend in the road was a factor in the crash.

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.

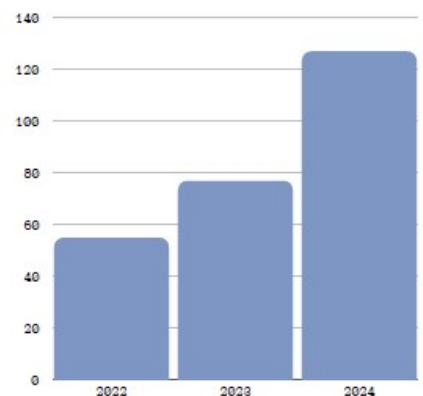
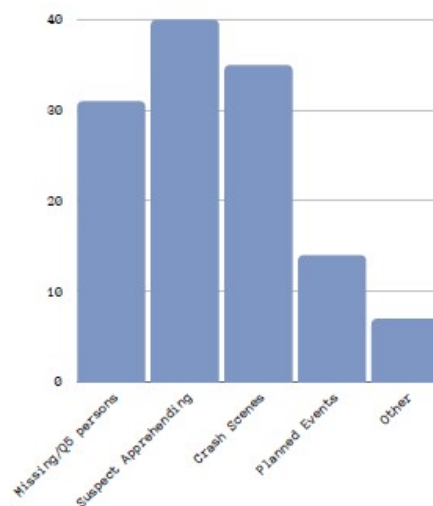
In 2024 we saw our biggest expansion of departments joining CEMLEC Drone as we are now 28 departments strong with over 50 officers. Almost all of these officers have demonstrated their commitment to this specialty as they have invested the time to study and become professionally licensed through the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

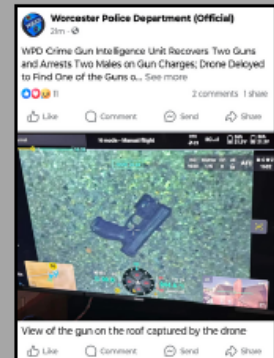
Respectfully Submitted,
Matthew J. Laskes
Auburn Police Department
Senior Team Leader-CEMLEC Drone

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.

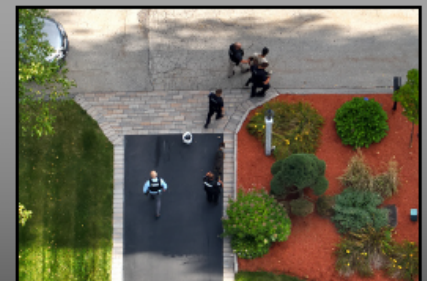
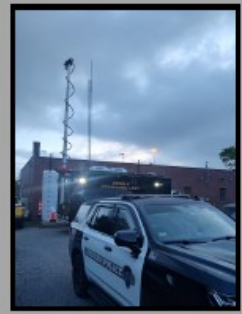


Photo: A suspect is escorted after being located by Charlton K9. Deep in the woods, the drone was used to help guide K9 out and to the nearest street to be met by perimeter officers.

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

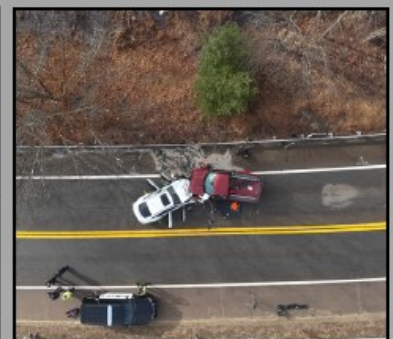


Photos: WCSO Drone at a event in Shrewsbury and Auburn Drone at an elementary school in Auburn.

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.

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.



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 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. For information on the Massachusetts Police Accreditation commission click here <https://masspoliceaccred.net/>

HUDSON POLICE DEPARTMENT

COMMUNITY ACTION TEAM

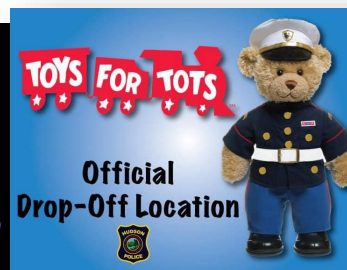
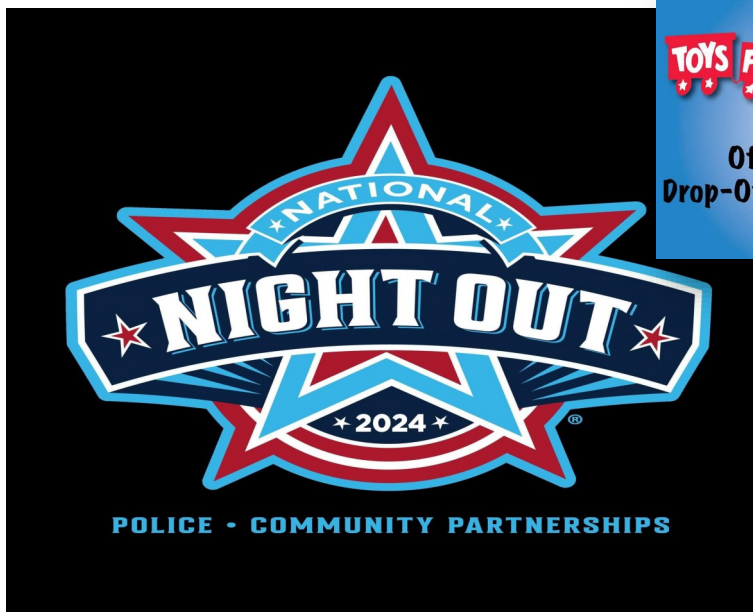


ONE TEAM. ONE COMMUNITY BETTER TOGETHER

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

FILL-A-CRUISER

FOOD DRIVE TO SUPPORT
THE HUDSON FOOD PANTRY



#INTHISTOGETHER

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 first-responders 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, level-headed, 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 (l 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 <https://www.advocates.org/services/jail-diversion>

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

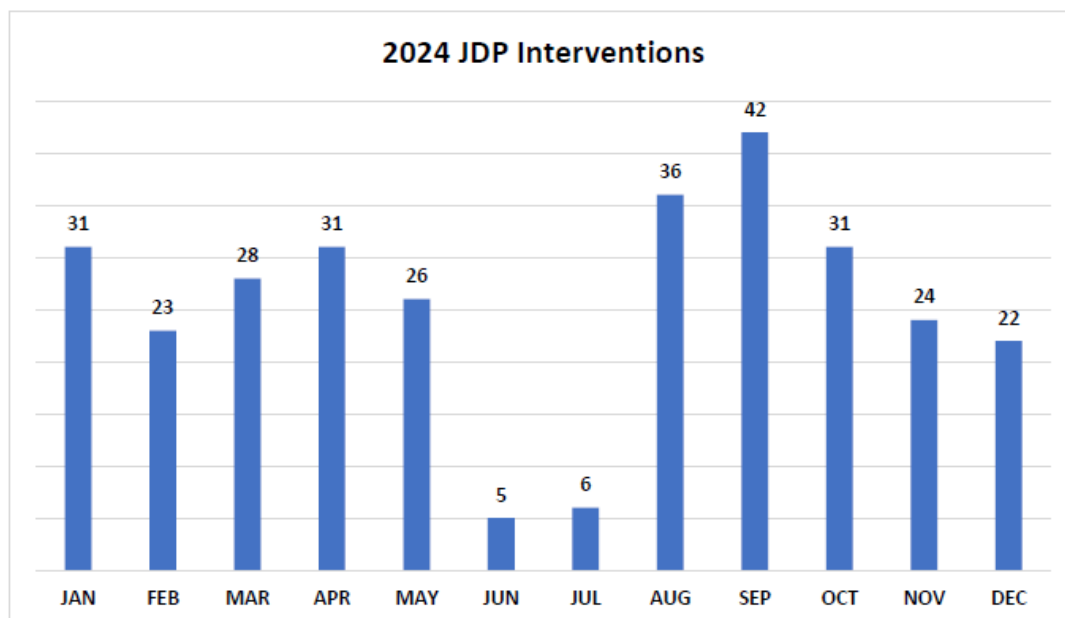
Hudson-Sudbury Co-Response Jail Diversion Program 2024 Annual Report

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.

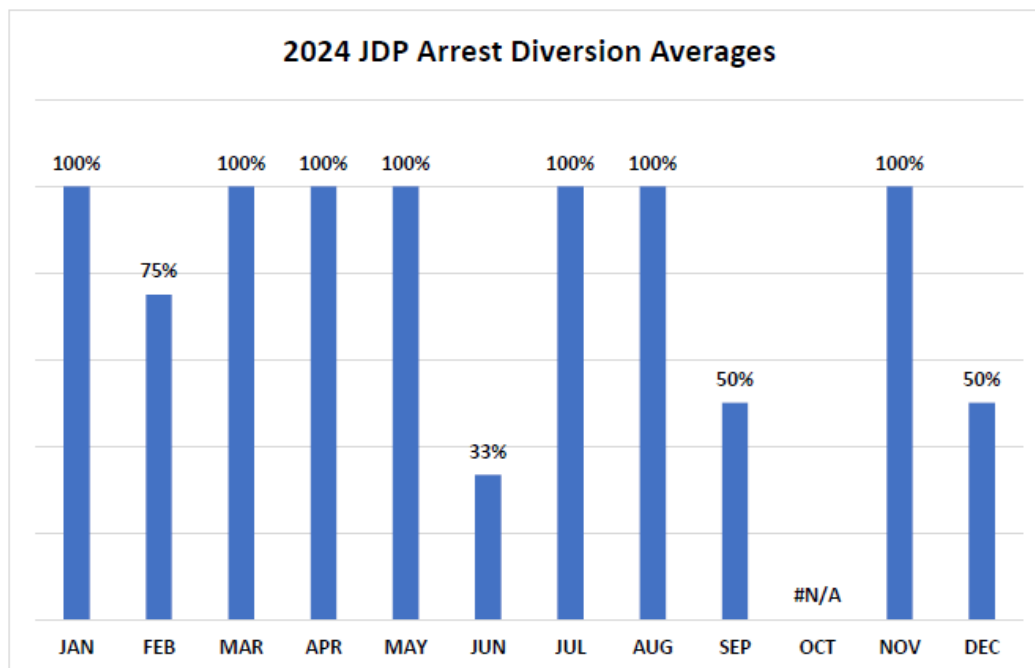
Chart 1: Hudson-Sudbury Co-Response Interventions



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

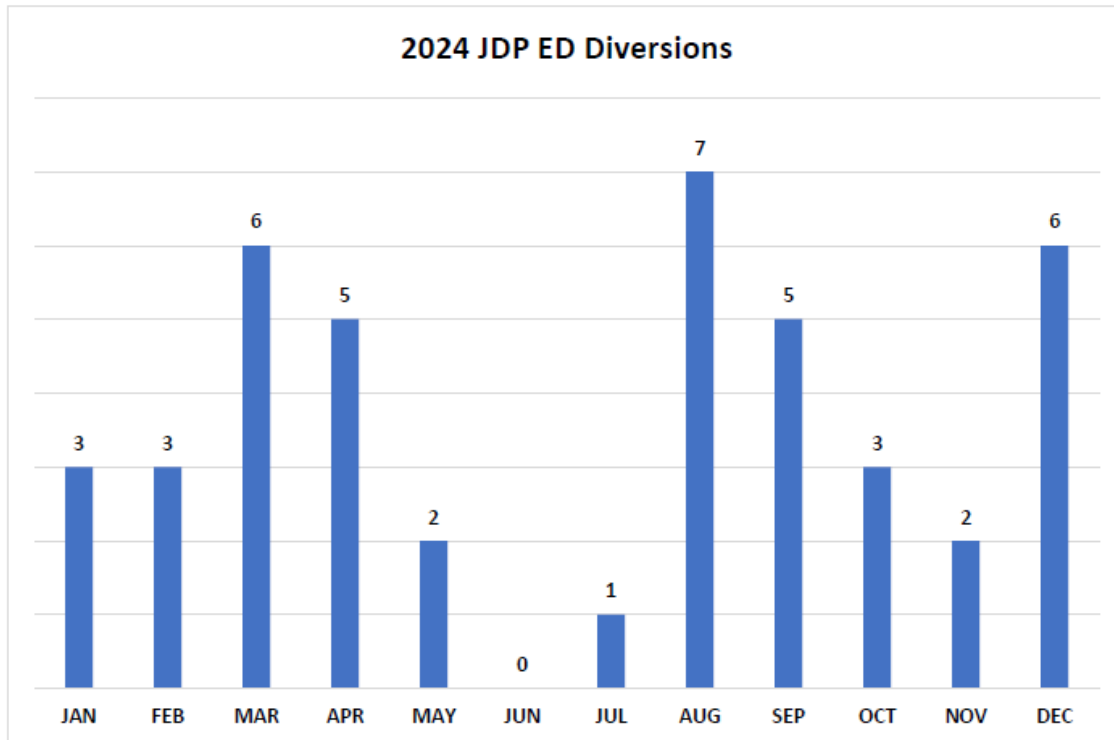


In addition to the benefit of diverting individuals in crisis from arrest, these diversions represent an *estimated* cost savings of **\$200,732*** to the criminal justice system (\$7,169 per arrest event).

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.

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

*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: <https://www.mass.gov/doc/fy-2023-idp-annual-report/download>

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

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

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."

~ Chief DiPersio ~



Employee Awards

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.



Employee Awards

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.



Employee Awards

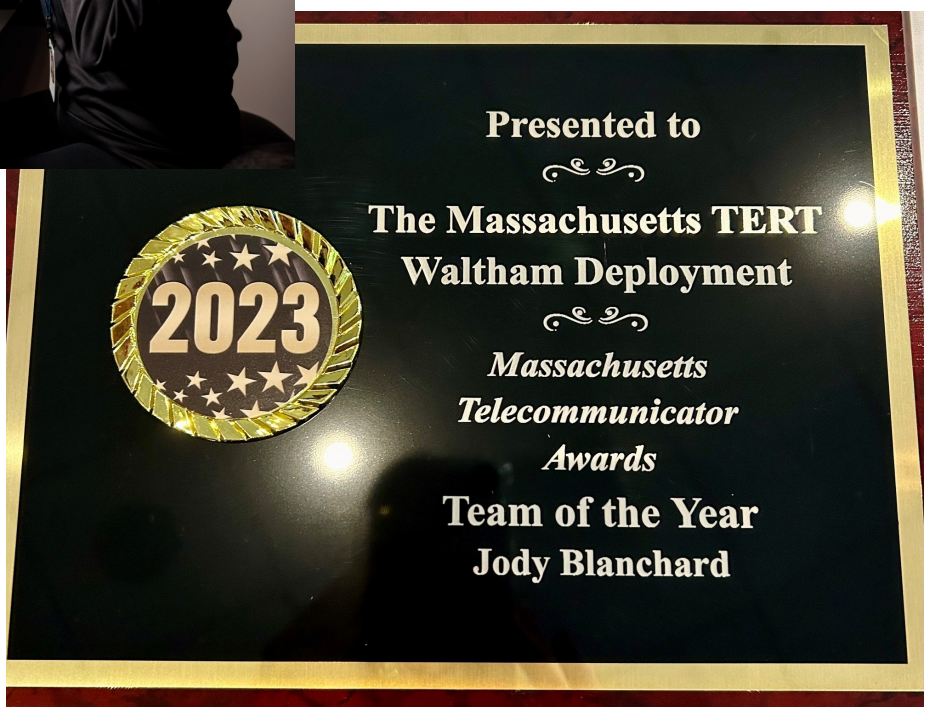
Josh Rahn was recently honored by the CEMLEC Drone Unit for his outstanding contributions and dedicated service in 2024. His commitment and expertise have played a significant role in the unit's success, and this recognition is a testament to his hard work and impact within the team.



Employee Awards

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.



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.

Cadet Creed

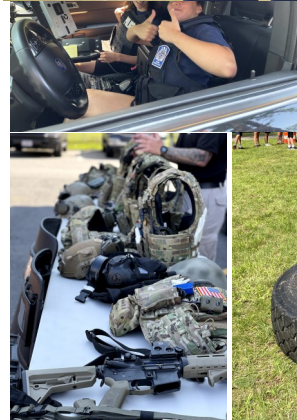
I am respectful,

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 ENTERANCE 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



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 # CALLS	COMPLAINT CALLS	LOST DOG	LOST CAT	OTHER CAT RELATED	WILDLIFE	MISC CALLS	PICKUPS	HUMAN/ ANIMAL- ANIMAL BITE	QUARANTINE ORDERS ISSUED/ RELEASED	#SUBMITTAL TO STATE LAB	BARN 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 Issued for Nonrenewal of dog licensing.

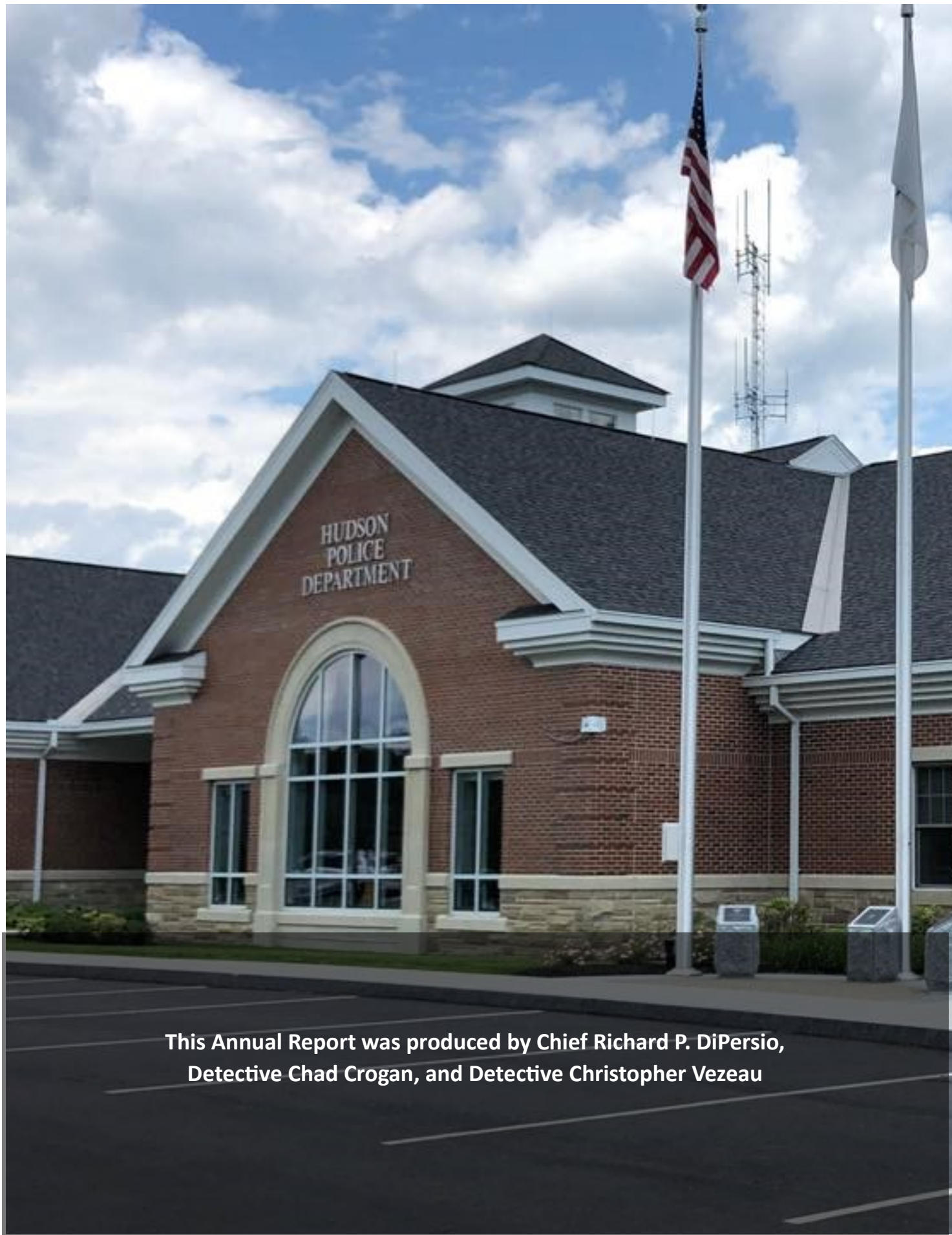
32 Barn reports submitted to Dept. of Animal Health 01/01/2024

Per the Dept. of Animal Health all information on Barn Inspections is confidential.

398 Calls made to dog owners with no 2024 Dog Licenses.

Town of Hudson
Animal Control Summary Report
December 2024

TOTAL NUMBER CALLS HANDLED	55
# Complaint Calls	
# Lost Dog Calls	4
# Lost Cat Calls	
# Other Cat related calls	1
# Animal / Wildlife Calls	1
# Miscellaneous Calls	10
TOTAL # ANIMALS PICKED UP	2
Total # not licensed	
Total # dogs not claimed	
# still in dog officer custody	
#surrendered to Humane Shelter	
TOTAL # HUMAN BITE CALLS	1
TOTAL # ANIMAL -> ANIMAL BITE	
10 Day Quarantine Order -Human Bite	1
10 Day Quarantine Order -Animal Bite	
45 Day/6 Month Quarantine Orders	1
TOTAL # CITATIONS ISSUED	
# No license citations	
# Leash Law/Dog not under owner control	
# Other Offense	
# Court summons processed	
TOTAL # DEAD ANIMALS DISPOSE OF BY ACO	2
# ANIMALS SUBMITTED TO STATE LAB FOR RABIES TESTING	
"2024" BARN INSPECTIONS COMPLETED/SUBMITTED TO STATE DAH	32



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

Fire Department



The Mission of the Hudson Fire Department

The mission of the Hudson Fire Department is to safeguard the lives, property, and well-being of our community through comprehensive emergency response, proactive education, and robust fire prevention programs.

We are committed to providing a wide range of services designed to protect our community, ensuring swift and professional responses to any incidents that pose a threat to public safety. Our dedicated team of highly trained personnel is prepared to address emergencies with efficiency and compassion, minimizing risks and maximizing outcomes.

By fostering a culture of excellence and preparedness, we are able to provide the Town of Hudson with reliable, life-saving support in times of need, while also working to prevent future emergencies through outreach and safety initiatives.

Jamie Desautels – Fire Chief

Statistics

During 2024, the Hudson Fire Department responded to 3,456 emergency incidents representing an overall call volume increase of approximately 3 percent from 2023. In addition to the increase, the number of simultaneous calls (calls occurring at the same time) has increased greatly, taxing the abilities of the department.

In 2024, the department noted an 8 percent increase in simultaneous calls (755). There was a 16 percent increase where 3 calls occurred at the same time (122). There was also a notable increase of times where the department responded to 4 simultaneous calls which went from 3 in 2023 to 10 in 2024. While the occurrence of 4 simultaneous calls does not represent a large number of overall calls, it does represent a trend in the expected increases in responses as the town continues to grow.

Further call volume trends show an increase in calls on the east side of town due in part to the extensive and ongoing development. In 2024, the east side call volume increased by 12 percent. As ongoing construction continues, we will no doubt see continued increases. The department also responded to 14 significant structure fires resulting in several millions of dollars in loss.

Fire Stations

Fire Headquarters, located at 296 Cox Street, serves as a central point for emergency services housing a variety of critical apparatus and resources. This facility is home to Engines 1, 2, and 4, Tower 1, Rescue 1, Dive Rescue boats, Brush 1, the all-terrain vehicle as well as the departments technical rescue equipment. In addition to its operational roles, Fire Headquarters also accommodates the Administrative Offices, Fire Prevention and Code Enforcement and the Training Tower building, providing a comprehensive space for both daily operations and ongoing staff development.



The department mechanic has a repair area at Fire Headquarters and maintains a stock room of frequently needed parts for all apparatus. Our ability to maintain our fleet is paramount. We are extremely fortunate to have Firefighter Paul Dudley who is a fully certified fire apparatus mechanic on our staff and meticulously maintains the apparatus we rely on to perform life saving efforts.

Located in Fire Headquarters is the Towns Emergency Operations Center (EOC) which is a central location for coordinating response and recovery activities during major emergencies such as a large-scale weather events, ensuring responders have the necessary resources and allowing town staff decision-makers to operate efficiently. The EOC serves as a hub for all coordination during large incidents and events. It facilitates communication, information sharing, and resource management, ensuring that those in the field have the they need to carry out their assignments.

Starting in the fall of 2024 and continuing into 2025, Fire Headquarters has and continues to undergo significant repairs, addressing some long-standing issues. These repairs will include fixing roof leaks that have been a persistent concern and making necessary upgrades to the building's heating and

ventilation systems to improve both efficiency and comfort. Members of the department have continued to assist in the repairs and in addition regularly maintain all department buildings including grounds upkeep, painting, minor construction and repairs. We are extremely fortunate to have several highly talented members of the department who also have areas of expertise in the building trades.

Fire Station 1, situated at 1 Washington Street, is the busiest of the 2 staffed stations, handling approximately 65 percent of the town's emergency responses. The station is home to Engine 3 and Engine 5. Given its high volume of activity, Station 1 continues to be a critical part of the town's emergency response infrastructure. The nearly 130-year-old building has been the subject of an extensive structural study aimed at identifying the necessary repairs and upgrades to ensure its continued functionality. Station 1 is slated to undergo a structured repair plan over the next several fiscal years in an effort to prolong the life expectancy of the building and create a safe environment for our firefighters.

Fire Station 2, located on the east side of town on Lower Main Street, remains unstaffed but serves as a crucial part of our infrastructure for essential emergency management resources. The station houses the department's foam unit, a trailer-mounted generator, emergency equipment trailers, and other critical supplies. Although it is not actively staffed for daily operations, the facility plays an important role in supporting specialized response efforts. As development continues to grow on the east side of town, Station 2 will be maintained to the greatest extent possible, ensuring it is ready to be staffed again if needed in the future.

Apparatus & Equipment

The department is grateful to place into service the new Engine 3, a 2023 Pierce 1500-gallon-per-minute pumper. This addition marks a significant milestone, as it restores our fleet to a total of five fully operational pumpers. This enhancement to our fleet not only strengthens our emergency response capabilities but also ensures that we are better equipped to handle a wide range of situations, from structure fires to complex rescues.



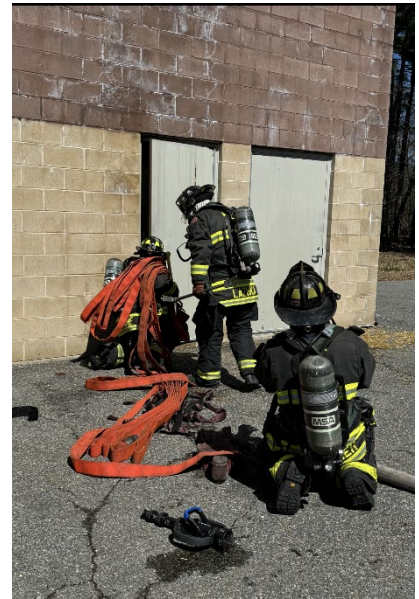
The following vehicles are assigned to the Fire Department:

Engine 1:	2006 Emergency One, 1250 GPM Pumper
Engine 2:	2013 Emergency One, 1500 GPM Pumper
Engine 3:	2023 Pierce 1500 GPM Pumper
Engine 4:	2018 Emergency One, 1500 GPM Pumper
Engine 5:	2019 Emergency One, 1500 GPM Pumper
Tower 1:	2005, Emergency One 95-foot Ladder Tower
Rescue 1:	2016, Emergency One, Heavy Rescue Truck
Brush 1:	2023 Ford Pickup with a brush skid unit
Car 1:	2020, Ford Explorer
Car 2:	2022, Ford Explorer
Car 3:	2020, Ford F350 Pickup
Car 4:	2008, Ford F550
Boat Trailer:	2004, Rescue One
EMD Trailer:	1993, Wells Cargo
Tech Rescue Trailer #1:	1999, Wells Cargo
Tech Rescue Trailer #2:	2005, Wells Cargo
EMS Gator & Trailer:	2005, John Deere UTV

Department Training

The department is committed to undertaking comprehensive training in a range of essential disciplines including: fire suppression, rescue operations, emergency medical services (EMS), hazardous materials, technical rescue, active shooter hostile events, and emergency management. This comprehensive training is mandated by many regulatory bodies such as the National Fire Protection Association (NFPA), the Office of Emergency Medical Services (OEMS), and the Occupational Safety and Health Administration (OSHA), ensuring that our personnel are equipped with the necessary skills and knowledge to handle a wide range of emergencies.

The training curriculum is carefully aligned with the diverse range of incidents we respond to on a daily basis. It also prepares our personnel for emerging challenges and new risks that may arise, ensuring we remain ready and capable in an ever-evolving landscape of public safety related emergencies. By maintaining rigorous training standards, we are committed to not only meeting current demands but also adapting to future challenges in emergency response.



In the fall of 2024, all departments members attended a 2-day comprehensive Active Attack Integrated Response (AAIR) training program in conjunction with the Police Department. This intense 16-hour class is designed to improve integration between law enforcement and fire departments in the event of an active attack/shooter event. This course is a requirement following NFPA 3000, Standard for an Active Shooter/Hostile Event Response (ASHER) Program.

In early 2024, the departments Fire Officers participated in an intensive officer development program designed to enhance their leadership, incident command, and fire attack strategies.

The program aimed to refine their abilities in managing complex fireground operations, ensuring effective decision-making during high-pressure emergency incidents.

The department, through a dedicated group of fire personnel assigned to the training division, has initiated a training program to visit as many of the commercial and industrial sites throughout town in order to understand the complexities of each building and conduct pre-fire planning activities. This effort will enhance the departments knowledge of what challenges are present in the many facilities we respond to.

In February of 2024, the Chief and Deputy Chief attended a 3-day conference hosted by the Fire Chiefs Association of Massachusetts (FCAM) designed to enhance professional development through multi-faceted educational seminars. Through professional development seminars like this, we hope to be better prepared to face the many challenges we experience every day. The fire service has become a

multidimensional response agency, having exposure to current topics, and networking with like-minded professionals becomes extremely important for the department's success.

In August, Deputy Chief Brian Harrington attended the Fire Rescue International Conference (FRI) hosted by the International Association of Fire Chiefs (IAFC). FRI prides itself on the latest education and training available. FRI attracts Fire Service Personnel from across the world allowing for information sharing and understanding what public safety issues could be on the horizon. Some of the major topics include: Navigating the political climate, managing change, ethical leadership, and Emergency Medical Services issues.

Several of the departments Lieutenants attended monthly Senior Fire Officer Forums at the Massachusetts Firefighting Academy. Experienced leaders and skilled experts cover a variety of topics that challenge the fire service on a daily basis.

Members of the departments Fire Inspection and Code Enforcement Division along with the Chief and Deputy Chief attended the Fire Prevention Association of Massachusetts (FPAM) spring conference. Experts in the field of fire prevention conducted educational seminars allowing our team to enhance their capabilities and ensure we have the latest updates and changes in the field of fire prevention, plan review and code enforcement.

Our Public Fire & Life Safety Educators, who play a critical role in the Student Awareness of Fire Education (SAFE) program attended training designed to provide continuing training and education to our highly dedicated members who tirelessly work to educate young and old about the dangers of fire.

Several members of the department attended a Rural Water Supply Drill with the Stow Fire Department showcasing the importance of water delivery in areas without fire hydrants. This is extremely important as areas of Hudson have limited fire hydrants, specifically in and around the Chestnut Street Area. Being able to quickly deploy water through fire apparatus tanker operations is crucial to controlling fires in areas not serviced by the town's fire hydrant system.

Firefighters trained with the Hudson Light and Power Department to get a better understanding of how we can help each other during electrical emergencies. A great deal of focus was placed upon rescuing our HLP employees from electrical related accidents. The training further focused on the many hazards of power related problems we face during severe weather events.

I am also extremely proud of Deputy Fire Chief Brian Harrington for completing the Department of Fire Services - Chief Fire Officer Management Training program. This highly sought-after class is an intensive 13-week course, presented in partnership with the University of Massachusetts Edward J. Collins Jr. Center for Public Management.

This course is designed to provide chief officers with a variety of leadership and management skills essential in municipal management. The topics covered include: leadership and the chief officer; administrative structure; communication skills; budget and financial skills; supervision and management; human resource management; community and intergovernmental relations; emergency management; logic, ethics and decision making; comprehensive safety and health programs; fire and life safety programs; and organizational and strategic planning

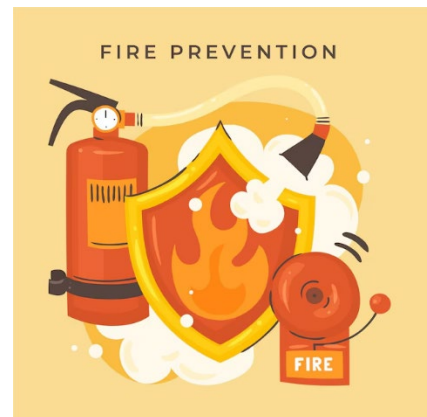
Fire Prevention and Code Enforcement

The department's Fire Prevention program is overseen by Deputy Fire Chief Brian Harrington, who ensures the department's ongoing commitment to safety and regulatory compliance. As part of this program, comprehensive quarterly inspections are conducted on a wide range of properties, including commercial establishments, industrial facilities, daycare centers, nursery and preschool facilities, gas stations, and multi-unit apartment buildings. In early 2024, Lieutenant Matthew LaBossiere joined the Fire Prevention Team as a part time code compliance officer/ fire inspector.

To ensure thorough compliance with both fire safety and building standards, many of these inspections are carried out in coordination with the Building Department. This collaborative approach helps to guarantee that all properties meet the necessary requirements outlined in both fire and building codes.

The department is responsible for conducting various types of inspections that are mandated by State and Federal fire codes. These inspections are designed to identify potential fire hazards, ensure the proper functioning of safety equipment, and confirm that all safety protocols are in place to protect the occupants of these buildings. By adhering to these regulatory standards, the Fire Prevention program plays a vital role in reducing fire risks and safeguarding the community.

As part of its comprehensive safety efforts, the fire department also conducts inspections across a wide range of areas to ensure the safety of both residential and commercial properties. These inspections cover tank removals and installations, tank trucks, residential smoke detectors, carbon monoxide detectors, commercial fire alarm systems, fire suppression sprinkler systems, commercial kitchen fire suppression systems, and oil burner installations. Through these thorough inspections, the department ensures that fire safety equipment is properly installed, maintained, and functioning to protect the community.



Juvenile Fire Setters Program

Firefighter Stephen Weaver plays an integral role in the Juvenile Fire Setters Program. This program is a vital initiative aimed at addressing fire-setting behaviors in children, often through intervention, education, and support services, to prevent further incidents and address underlying issues. This program provides an opportunity for the Fire Service to intervene early, offering counseling and education to juveniles involved in fire-setting incidents. By working directly with these individuals, Firefighter Weaver helps guide them toward understanding the dangers and consequences of their actions while providing a constructive path for change.

As part of the program, Firefighter Weaver conducts initial screening interviews to assess the underlying factors contributing to the juveniles' behavior. In addition, he leads classroom instruction sessions, where participants gain valuable insights into fire safety, the destructive power of fire, and the legal and personal ramifications of setting fires. These sessions are a key component of the Middlesex Juvenile

Fire Setters Intervention Program, which is overseen by the Middlesex County District Attorney's Framingham Office in collaboration with the Massachusetts Department of Fire Services.

The principal goal of this program is to prevent future fire-related incidents and to help juveniles redirect their behavior in a positive direction. Through a combination of education, counseling, and intervention, the program provides essential resources to both the youth involved and the community at large, working toward a safer, more informed society.

SAFE & Senior SAFE Program

Overseen by Deputy Chief Brian Harrington, Firefighters Stephen Weaver, Craig Collins, Jason Galofaro, and Jack Bertonassi serve as the department's SAFE Educators, playing a critical role in the **Student Awareness of Fire Education (SAFE)** program. This program is designed to teach elementary, intermediate, and high school students about the dangers of fire and how to recognize fire hazards, including the risks associated with smoking-related materials. By equipping students with vital fire safety knowledge, the SAFE program aims to instill life-saving skills that help prevent fires and improve safety within the community.

The program is led by specially trained firefighters who bring their expertise in fire and life safety education to the classroom. In addition to their firefighting roles, these educators are also trained emergency medical technicians (EMTs) with firsthand experience in dealing with the catastrophic health effects of smoking-related illnesses. This background makes them particularly effective in educating students about the importance of fire prevention and the life-threatening consequences of smoking.



The SAFE Educators act as role models for impressionable youth, imparting firsthand knowledge of fire risks, fire prevention strategies, and survival tactics. Through age-appropriate lessons, students learn how to react in case of a fire and how to avoid potentially dangerous situations. The core of the program is school-based, ensuring that fire safety education reaches students in their learning environments and can lead to long-term changes in behavior and community safety.

The SAFE program fosters a vital partnership between the fire department and local schools. Together, they work to achieve the goals outlined in the state's Curriculum Frameworks and the Common Core of Learning. They also align with the Massachusetts Public Fire and Life Safety Education Curriculum Planning Guidebook to teach key fire safety behaviors, promoting teamwork and collaboration among students and first responders.

Building on the success of the school-based SAFE program, the **Senior SAFE** program targets a particularly vulnerable group: older adults, who are at the highest risk of fire-related fatalities in the state. This grant-based initiative focuses on fire prevention and safety education for senior citizens, building upon the impressive track record of the SAFE program, which has contributed to a 70%

reduction in average annual child fire deaths over the last 20 years. The fire service aims to achieve a similar impact with older adults.

The **Senior SAFE** program addresses specific fire and burn risks faced by seniors, such as those associated with cooking, smoking, home oxygen use, and heating hazards. In addition to providing safety education, Senior SAFE offers practical interventions to reduce these risks. These may include installing and maintaining smoke and carbon monoxide detectors, replacing batteries, ensuring proper house numbering, installing stove heat-limiting devices, and adding fire extinguishers in kitchens. The program also provides fall prevention measures, nightlights, and other home modifications to improve safety for at-risk older adults in the community.

Emergency Medical Services

Ambulance response in the town is managed by the Fire Department, ensuring a coordinated and efficient approach to emergency medical services. Currently, Patriot Ambulance Service holds the contract to provide emergency medical response and transportation for the town. The Fire Department plays an integral role in these emergency medical calls, responding alongside Patriot Ambulance to ensure that an adequate number of personnel are available to deliver life-saving care in critical situations.

Typically, our firefighters arrive first at EMS related calls and manage patient care until the arrival of an ambulance. All firefighters within the department are certified Emergency Medical Technicians (EMTs), which enables them to provide immediate and skilled medical assistance. We constantly train in the field of EMS which ensures that, regardless of the nature of the emergency, fire personnel are equipped to offer high-quality care until more specialized medical professionals arrive.

In many cases, on-duty firefighters will assist with the transport of critically ill or injured patients. This may involve driving the ambulance or directly participating in patient care, depending on the situation. The close collaboration between the Fire Department and Patriot Ambulance Service ensures that the community receives timely and effective emergency medical services, leveraging the skills and resources of both entities to address medical emergencies with the highest level of care and efficiency.

Grants received

I am happy to report that the department received several grants in 2024. The department applied for and received a \$75,000 grant that allowed the department to replace all of the firefighting attack hose, nozzles, and water related appliances throughout our fleet. This grant allowed us to replace equipment that was old and outdated, saving significant money to the town.

The department also received a Department of Fire Services Equipment grant totaling \$19,000 allowing the department to replace outdated rescue equipment. The rescue air bags located on the departments Heavy Rescue Truck were a welcome addition to the departments capabilities. This much needed equipment allows rescuers to remove heavy objects from trapped victims.

Emergency Management

In addition to the wide range of tasks we regularly handle, the Hudson Fire Department also plays a crucial role in overseeing Emergency Management for the town. Recently, with the valuable assistance of the Massachusetts Emergency Management Agency (MEMA), we successfully completed the town's Comprehensive Emergency Management Plan (CEMP).

As part of the Commonwealth's requirements, every community must develop and maintain an all-hazards Emergency Operations Plan (EOP) or Comprehensive Emergency Management Plan (CEMP). The CEMP outlines the framework for the town's preparedness and emergency management activities, ensuring that we are ready to respond to a variety of emergencies, from natural disasters to man-made incidents.

The CEMP is a key tool in our efforts to enhance community resilience. It supports not only preparedness and mitigation efforts but also outlines the necessary steps for response and short-term recovery. By establishing clear protocols and resources, the CEMP lays the foundation for a successful long-term recovery process in the aftermath of a disaster.

The plan is composed of a Base Plan, which provides the overarching strategy, and is supplemented by an Emergency Operations Support Annex that details the specific actions and resources needed for various types of emergencies. This comprehensive framework strengthens our ability to safeguard the community, coordinate efforts with other agencies, and respond effectively to any situation that may arise.

Department Members



The dedicated members of the Hudson Fire Department embody a deep sense of honor, courage, devotion, sacrifice, and an unwavering love for the work they do. These brave firefighters dedicate their lives to protecting the community, often putting themselves in harm's way without hesitation. With every call they answer, whether to a fire, an accident, or an emergency situation, they demonstrate an unshakable commitment to serving others.

Their devotion goes beyond just responding to emergencies; it is a calling that defines their lives. Each firefighter is driven by a profound sense of duty to keep their neighbors safe, and they approach their

work with an unmatched level of professionalism and care. They honor their profession by constantly training and improving, ensuring they are always prepared for the challenges they may face.

Courage is at the heart of the Hudson Fire Department. Every day, they face potentially dangerous situations, yet they press forward with a clear mind and focused determination. They are often the first to arrive at the scene of a disaster, putting their own safety aside to help those in need.



Sacrifice is an inherent part of the job. The members of the Hudson Fire Department routinely give up time with their families and loved ones, missing holidays, special occasions, and sleep to serve the community. They know that their role requires personal sacrifice, but they do so willingly because of their unwavering commitment to the safety and well-being of others.

Above all, their love for the job shines through in everything they do. It is not just a career; it is a passion, a calling that brings them together as a family united by a common goal: to protect and serve. Their strength, compassion, and resilience define the very spirit of the Hudson Fire Department, and they take pride in their ability to make a difference in the lives of those they serve.

I wish to thank the highly dedicated members of the department for their service, I am extremely honored to lead such an amazing group of professionals.



Department Roster

Fire Department Administration

Fire Chief: Jamie Desautels

Deputy Fire Chief: Brian Harrington

Administrative Assistant: Jody Blanchard

Shift 1

Kevin Werner
Christopher Devoe
Stephen Weaver
Michael Cardinale
Brian Blais
Jack Bertonassi
Patrick Kelleher
George Eliopoulos

Shift 2

Erick Currin
Jeffrey Chaves
Richard Hubert
Steven Walsh
David Prockett
Brian Niemi
Keith Duplisea
Cameron Bower

Shift 3

Matthew LaBossiere
John White
Robert O'Hare
Kevin Prest
Christopher Lazuka
Brian Dome
Jason Fischer
Jonathan Nemergut

Shift 4

Marc Exarhopoulos
Anthony Cunha
Robert Magdaleno
Craig Collins
Casimiro Costa
Jason Galofaro
Kyle Schaeffer
Paul Dudley

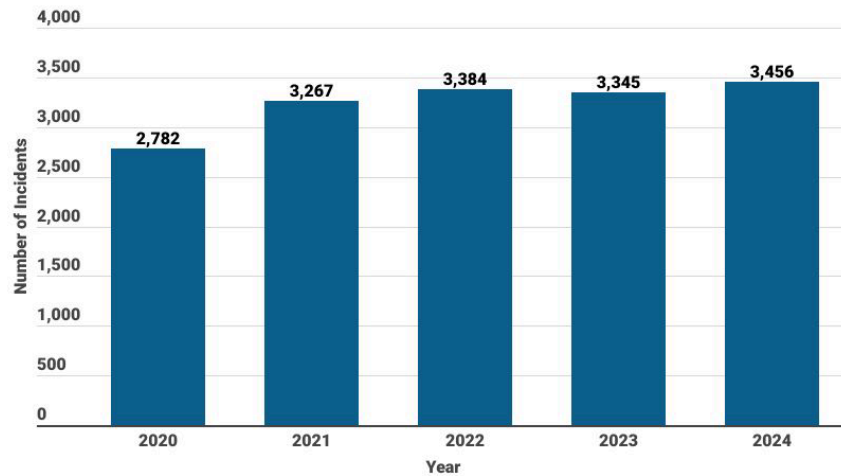
Call Department Members

Mark Hollick & Paul Betti

2024 Incidents Responses



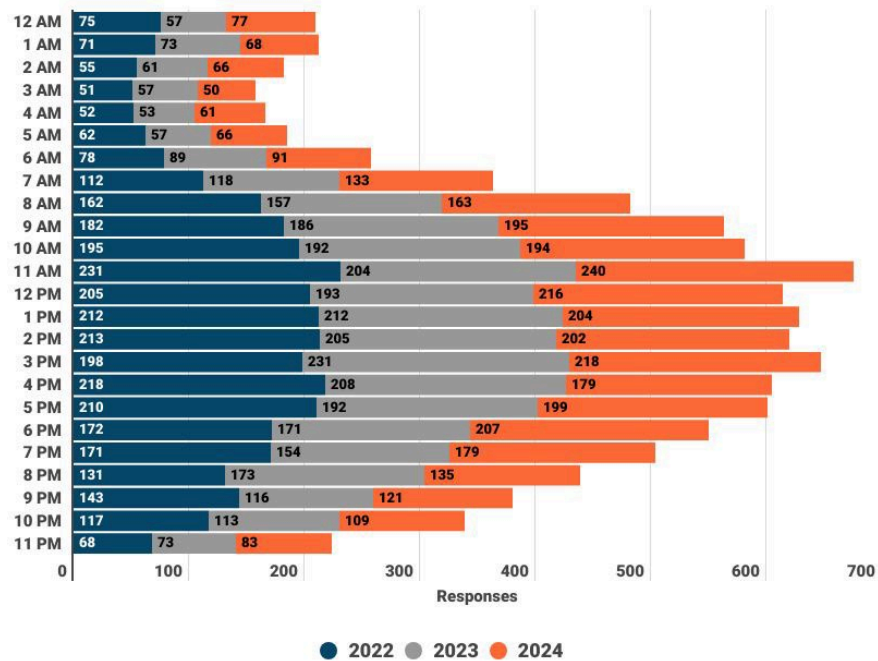
Incident Responses by Year



Hudson NFIRS 2022-2024 InfoGraphic Analysis



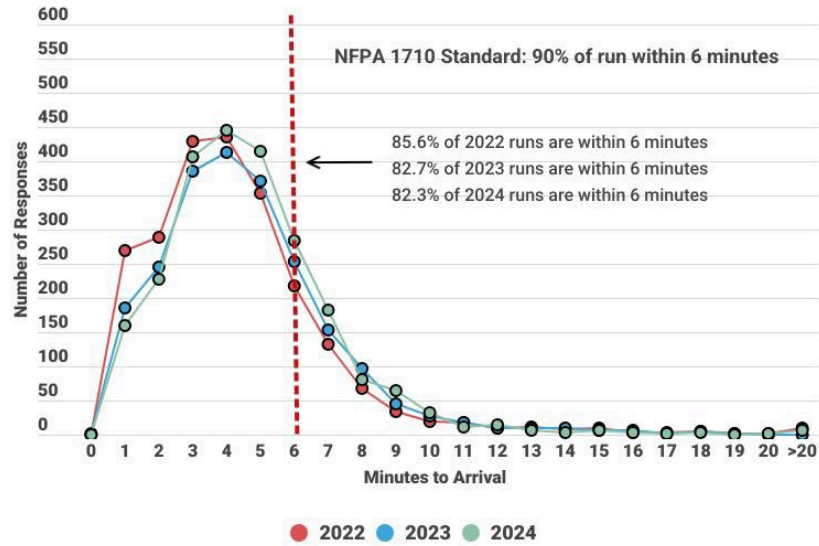
Incident Response by Hour of Day



Hudson NFIRS 2022-2024 InfoGraphic Analysis



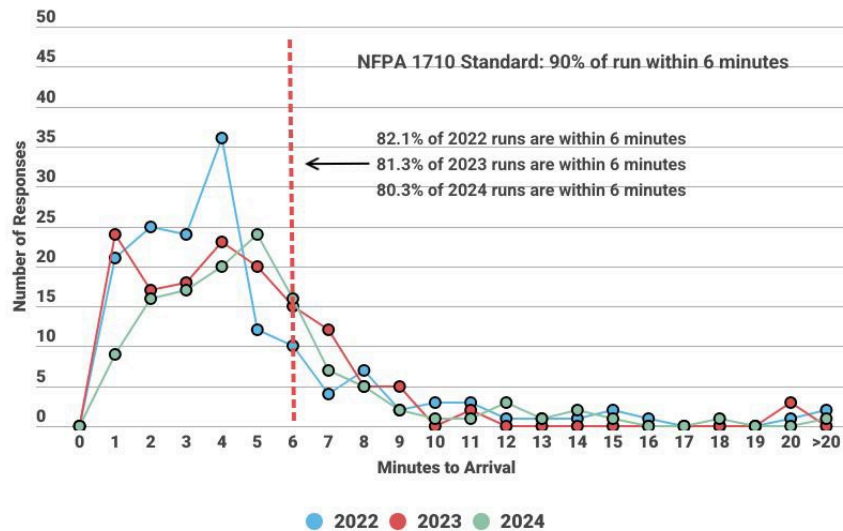
EMS Call Response Times



Hudson NFIRS 2022-2024 InfoGraphic Analysis



Fire Call Response Times

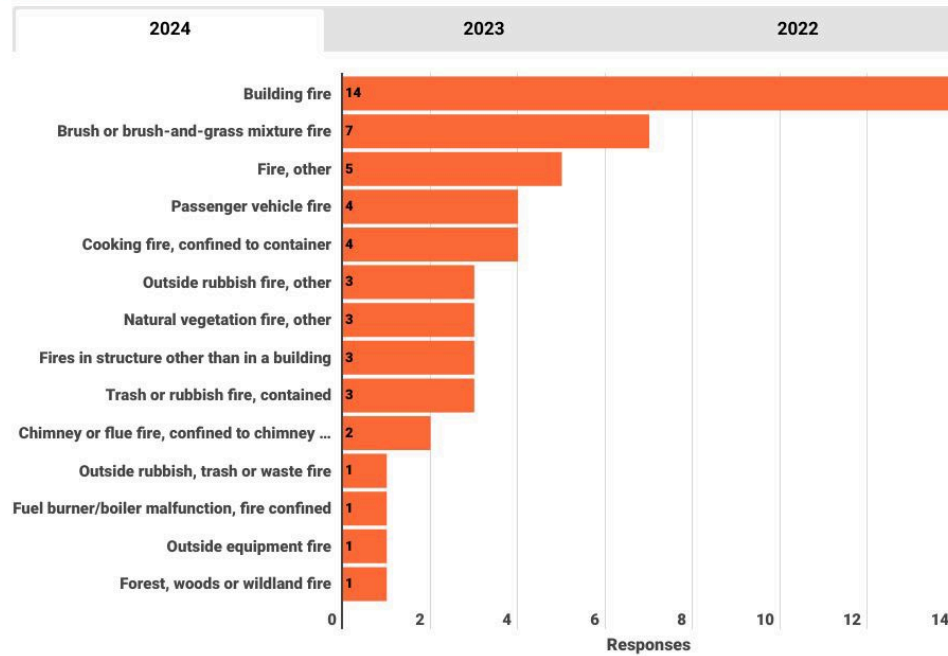


Hudson NFIRS 2022-2024 InfoGraphic Analysis



Fire Response 100 Series Breakdown

**Station
SMARTS**
DATA ON FIRE



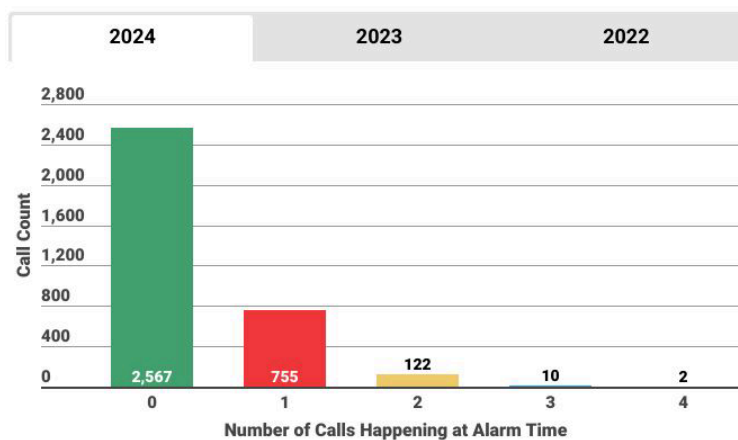
Hudson NFIRS 2022-2024 InfoGraphic Analysis



**Station
SMARTS**
DATA ON FIRE

Concurrent Call Breakdown

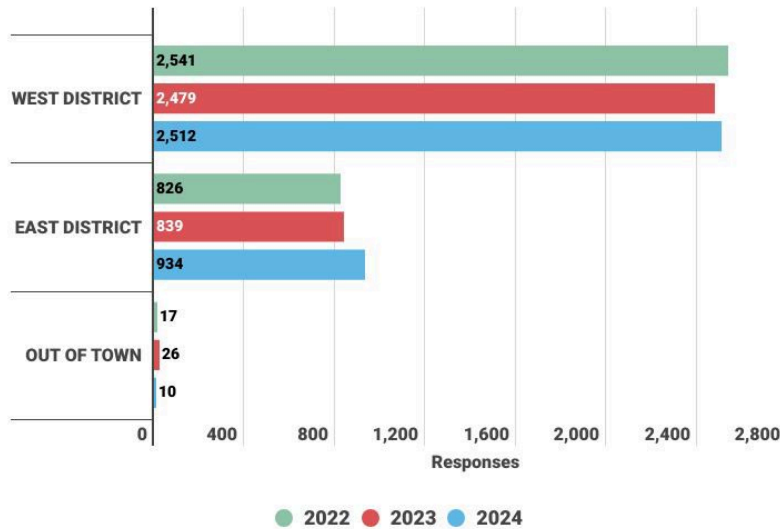
Graphs indicate how many calls were already happening when a call begins.



Hudson NFIRS 2022-2024 InfoGraphic Analysis



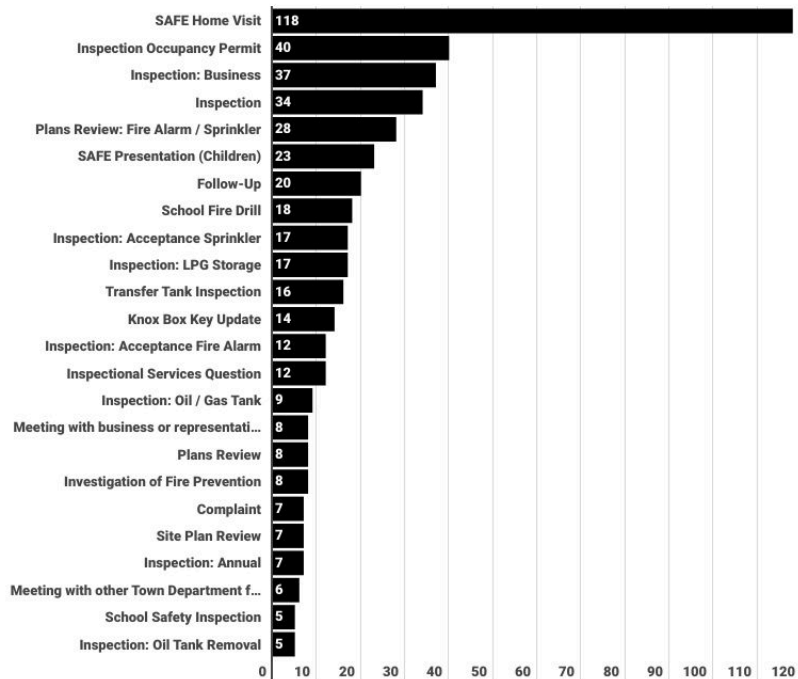
Incident Responses by District



Hudson NFIRS 2022-2024 InfoGraphic Analysis



Fire Prevention Summary 2024



Hudson NFIRS 2022-2024 InfoGraphic Analysis

Department of Licenses, Permits & Inspections

REPORT OF THE BUILDING COMMISSIONER / ZONING ENFORCEMENT OFFICER

During the **Calendar Year 2024**, there were:

Building Permits currently active or approved	750
Public Buildings currently active or approved	47
Sign Permits currently active or approved	17
Woodstove Permits currently active or approved	3
Pool Permits	11

Issued by the Building Department: The above receipts, including re-inspection fees and photocopies, total **\$511,367.00** (five hundred eleven thousand three hundred sixty-seven dollars and no cents), which was transferred to the Town Treasurer.

Inspections were conducted with the Board of Health, Plumbing, and Wiring Inspectors in response to complaints filed at the Hudson Building Department. During the past year, we have responded to an estimated 4,290 inspection requests and complaints.

Under the Building Department, I have jurisdiction over the inspections of the Wiring, Plumbing, and Gas Inspectors.

As the Building Commissioner, I am responsible for interpreting, administering, and enforcing the state building code, as well as enforcing local zoning bylaws and other related state statutes, rules, and regulations. Additionally, as the Zoning Officer for the Town of Hudson, I enforce the town's zoning bylaws.

The inspection of multi-family dwellings and public buildings, as required by the State Building Code, continues for buildings and structures in the Town of Hudson, MA.

Respectfully submitted,

Robert S. Berger
Building Commissioner /Zoning Enforcement Officer

REPORT OF THE INSPECTOR OF WIRES

To the Honorable Select Board, the Executive Assistant, and the residents of the Town of Hudson, the Inspector of Wires hereby respectfully submits the annual report for the year ending December 31, 2024.

During the Calendar Year 2024, **\$114,288.00** was collected and transferred to the Town Treasurer, which **814** permits were issued.

Respectfully submitted,

Patrick Ryan
Inspector of Wires

REPORT OF THE INSPECTOR OF GAS

To the Honorable Select Board, the Executive Assistant, and the residents of the Town of Hudson, the Inspector of Gas hereby respectfully submits the annual report for the year ending December 31, 2024.

During the Calendar Year 2024, **\$35,455.00** was collected and transferred to the Town Treasurer, which **416** permits were issued.

Reminder to Residents

Section II, Division VI of Chapter 373, Acts of 1960 Massachusetts Code of Gas Piping Installations pertains to Mobile Homes and Trailers.

Reminders to all Gas Fitters:

On **ALL** Gas Piping, lines must be tested. It is the responsibility of the Gas Fitter to notify the Gas Inspector for the **TEST**. Please protect yourself by having work done by a licensed installer and have the work inspected.

Respectfully submitted,

Larry Joyce
Inspector of Gas

REPORT OF THE INSPECTOR OF PLUMBING

To the Honorable Select Board, the Executive Assistant, and the residents of the Town of Hudson, the Inspector of Plumbing hereby respectfully submits the annual report for the year ending December 31, 2024.

During the Calendar Year 2024, **\$46,410.00** was collected and transferred to the Town Treasurer, which **445** permits were issued.

Respectfully submitted,

Larry Joyce
Inspector of Plumbing

Sealer of Weights & Measures

The Sealer of Weights and Measures is responsible for inspecting all weighing and measuring devices on an annual basis to ensure accuracy as set forth by the Massachusetts General Laws relating to Weights and Measures. All commercial devices used in the sale of commodities and services to consumers within the Town of Hudson are inspected, tested, sealed, not sealed, and/or condemned each year based on the tolerances prescribed by state law. The Department's program of inspections works to promote and ensure protection for consumers and value and fairness to all commercial transactions.

The following devices were inspected and tested during 2024:

Balances & Scales		Adjusted	Sealed	Not Sealed	Condemned
	10,000+ lbs	0	2	0	0
	1,000 – 5,000 lbs	0	2	0	0
	100 – 1,000 lbs.	1	4	0	0
	10 - 100 lbs.	1	145	2	8
	10 lbs. or less	3	10	4	0
	Total	5	163	6	8

A total of four scales were sealed in the one-thousand-pound class and higher. Four scales were sealed in the one hundred-to-one-thousand-pound category. One hundred forty-five scales were inspected and tested in the ten-to-one-hundred-pound class. Eight devices were found to be incorrect and condemned. All the condemned devices were later calibrated to meet state law standards and sealed. In the ten pound or less category, two balances and eight digital scales were tested and sealed with three requiring calibration. Six scales were not sealed and deemed illegal for trade due to various circumstances. In total, there were one hundred sixty-three scales & balances sealed.

Weights		Adjusted	Sealed	Not Sealed	Condemned
	Metric	0	16	0	0
	Apothecary	0	13	0	0
	Total	0	29	0	0

A total of twenty-nine weights across various units of measurement within metric and apothecary divisions in the ten pound or less category was tested and sealed. These weights are intended as standards for pharmaceutical balances.

Liquid Measuring Meters		Adjusted	Sealed	Not Sealed	Condemned
	Gasoline	0	202	0	0
	Vehicle Tank Pump	0	9	1	0
	Total	0	211	1	0

Two hundred two gasoline meters were tested and sealed with zero requiring calibration. Nine vehicle tank pumps were tested and sealed while one was inoperable and not sealed.

Three civil citations were written to establishments that were in violation of MGL Chapter 98 pertaining to Weights & Measures.

Various other miscellaneous inspections were also conducted.

Respectfully submitted,

Joseph T. Mulvey
Sealer of Weights and Measures



Hudson Public Library

Trustees

A board of three Library Trustees, elected for three-year terms, governs the Library. They share the overall responsibility for the Library and are the policy-making body. Their duties include:

- Appointment of the Library Director
- Securing library funds
- Oversight of the Library's trust funds and building

The current Trustees are Thomas Desmond, Chair; Maryalice McCormack, Vice-Chair; Christopher Capobianco, Secretary (through 05/13/24) and Patricia MacMunn, Secretary (after 05/13/24).

Staff

The Library is staffed by Aileen Sanchez-Himes, Library Director; Lisa Aucoin, Assistant Library Director; Sara Franciose, Collection Management & Resource Librarian; Thomas Kenyon, Reference/Information Technology Librarian; Nancy DelVecchio, Circulation Librarian; Rachel Marroquin, Youth Services Librarian, Diane Richmond, Circulation Library Assistant; and Mackenzie Gillespie-Slovin, Youth Services Library Assistant. Melissa Caissie and Tracy Landry, PT Reference Librarians. Rosemary Best, Carlos Faerman, Sophia Francolini, Shannon Gillespie, Nancy Rea, Andrea Silva-Robbins, Steve Walsh, and Jenn Wheeler, PT Library Assistants. Helen Shaw, PT Technical Services Assistant. Kali Foster, David Lam, Brandon Proteau, Lindsey Spuria, and Jessica Tripp, PT Library Pages. Seven teens were hired as part-time Summer Library Pages.

Statistics

Approximately 78,693 patrons visited the library last year and borrowed 138,399 books, audiobooks, DVDs, music CDs, and other materials. The Hudson Public Library has 14,338 registered borrowers. The Library collection is comprised of 56,026 items, including 43,606 in print, 3565 in audiovisual format, 1,636 periodicals, 579 video games, 292 microfilm rolls, and 272 miscellaneous items such as a telescope, label maker, gaming consoles, hotspots, trekking poles, puppets, etc. In 2024, the Library was open for 61 hours each week on average for a total of 3,109 hours during the year. With regard to acquisitions, the Library added the following print materials to its collection: 4,516 books in the following categories: 703 nonfiction, 1,084 fiction, 42 large print, 235 paperbacks, 65 world languages (Portuguese & Spanish), 55 reference, 206 adult & young adult graphic novels, 217 young adult, 1,909 children & tween books. In the category of audiovisual materials, items added to the following categories include: 125 Audiobooks, 320 DVDs/Blu-rays, 58 music CDs, 110 video games and 568 e-books/e-audiobooks (including cost-per-circ copies). Library staff members answered an estimated 3513 reference questions. The Library fulfilled 25,037 item requests for both Hudson owned items and items owned by other libraries. The Library's website was visited 82,254 times. 4,669 patrons spent 2163 hours doing searches on 8 Internet computers. Patrons accessed a total of 3,778 GB of data during 2,796 WI-FI sessions. 18 museum and recreation memberships, sponsored by the Friends of Hudson Public Library and Town of Hudson Recreation Department were reserved 1,179 times by library patrons.

The digital collection provides 24/7 access to Ancestry Library Edition, Consumer Reports, CreativeBug (a crafting database), Freegal (a streaming and downloadable music service), Hoopla (an entertainment service offering movies, music, audiobooks, eBooks, comics, and TV shows), Hudson Sun (ranging from 1862 - 2021), Mango Languages, NoveList Plus, OverDrive/Libby (a resource sharing service offering e-books, e-audiobooks, and magazines), Scholastic BookFlix, Scholastic GO!, Scholastic TrueFlix, TumbleBooks, Universal Class, and various databases contracted via the Massachusetts Board of Library Commissioners.

Grants and Donations

The Library received \$50,515.07 in State Aid to Public Libraries for FY24. Grants were awarded as follows: \$27,884.41 Library Incentive Grant; \$17,018.44 Municipal Equalization Grant; \$5,612.22 Non-Resident Circulation Offset Grant. The purpose of State Aid to public libraries is to encourage municipalities to support and improve library service to compensate for disparities in municipal funding capacities, and to offset the cost of circulating library materials to non-residents. Other significant donations and grants to the Library included:

- A total of \$2,700 donated by individual patrons and families: Abrams \$200, Desmond \$2,500
- A donation of \$100 in memory of Gregg Kenyon
- The Hudson Cultural Council awarded a total of \$1,655; \$705 for a children's animal program, \$350 for a teen drumming program, and \$600 for an adult Irish music program.
- Six donations totaling \$1,400 were given to sponsor the Library's 2024 Adventure Begins at Your Library Summer Experience: Hudson Family Dental \$50, Fox Pest Control \$200, Avidia Bank \$250, Recovery Centers \$300, and the Murphy Family Foundation \$500
- The Friends of the Hudson Public Library contribution of \$20,382.33 for library support services; \$5,534 for museum pass memberships, \$6,962 for children's AWE learning computers, \$2,140.68 for a color copier/fax machine, \$1,539.60 for Wi-Fi hotspots, \$744 for a BookPage magazine subscription, \$3,390 for Summer Experience programs, \$594 for the Swank Movie License and \$816.05 for programs. The Friends also donated \$300 towards an Employee Recognition program.

Programming & Event Highlights

We have had a variety of programs throughout the year from author visits to general interest programs, including adventure-themed Summer Experience programs and activities.

Book Clubs

- Tuesday Morning Book Club (1st Tuesday of the month)
- Tuesday Evening Book Club (4th Tuesday of the month)
- Wednesday Evening Book Clubs (2nd Wednesday of the month)
- Thursday Morning Book Club (2nd Thursday of the month at the Senior Center)
- Thursday Evening Book Club (3rd Thursday of the month)

Local Authors/Literary

- Local Authors Fair

Music/Art

- Gifts We Can Barely Carry: Songs from JFK's Ireland Trip with Kevin Farley
- DIY Flower Pot Decoupage Craft
- In the Mak'n Step Dance presentation featured at Hudson Fest
- Adventures in Art: Glass Jar Painting
- Gallery in the Pines Art Exhibit
- Adventures in Music: Great Songs from Great Movies with David Polansky
- Adventures in Stone: Rock Painting
- Foam Stamp Mushroom Printing
- Seasonal Gratitude Jar Craft
- Citrus & Evergreen Wall Hanging Decor
- Learn to Play the Ukulele with Julie Stepanek

General Interest Programs

- Mission Earth and Space with the Ecotarium (all ages)
- Solar Eclipse Watch Party & Activities (all ages)
- Vision Board Workshop with Laura Klain
- Summer Floral Arrangements with Judy Proteau
- Adventures with Nancy Drew with Alicia Mello
- Adventures in Health: Cannabis and You: THC, CBD, CBN – A Talk for Adults with Therapy Gardens
- 40 Whacks: The Lizzie Borden Case with Christopher Daley
- Vampires, Monsters, Aliens, Masked Killers, and Zombies: A Look at the History and Impact of the Horror Film with Frank Mandosa
- New England Legends with Jeff Belanger
- Native American Artifacts and Birds of Prey with Wingmasters
- The Spice of Life: Seasonings with Therapy Gardens
- Step Into Walking: A Monthly Community Walking Program

Self-Directed Library Programs & Activities

- Community Jigsaw Puzzles Swap & Collaborative Puzzle Projects
- Coloring Sheets
- Community Chess Games
- Magnetic Poetry

In 2024, the Library continued its tradition of presenting One Book, One Hudson, a community reading event. Every other year in January and February, the Library provides a story in various formats to get the Hudson community reading and discussing the same book as well as experiencing various engaging programs. This year's book was Alice's Adventures in Wonderland by Lewis Carroll. The programs offered included:

- Pokeno Game Night
- Chocolate and Tea Party with Kim Larkin
- Wonderland Scene Silhouette Painting
- Alice in Wonderland Cookbook Party
- Alice in Wonderland themed book clubs for various ages
- Alice in Wonderland Storytime
- Madder Hatter Hat Making Craft
- Alice in Wonderland feature film with Bingo Fun
- Mickey's Adventure in Wonderland children's feature film
- Alice in Wonderland Valentine's Day Craft
- DIY Design a Teacup Craft
- Unbirthday Party

As a way to engage with our highly regarded community, the Library expanded its summer reading program to become a more inclusive experience resulting from the way patrons and visitors utilize the Library and access materials. The Library coined this thematic summer reading and experience event, as its annual Summer Experience. This year, staff launched its Adventure Begins at Your Library Summer Experience. Many of our program activities were supported by or in conjunction with local businesses, including Avidia Bank, Gallery In the Pines, Hudson Family Dental, Lemire Insurance Agency, Murphy Insurance, Serendipity, Davis Farmland, Discovery Museum, Jump Nation, and The Butterfly Place.

Two hundred and six (206) Adult Summer Experience participants checked out 1,251 books, 316 audiovisual items and video games, 13 magazines, 100 digital items, and 52 other items including museum passes and Library of Things. Seventy-seven (77) participants attended Adult Summer Experience programs. Two thousand and thirty-nine (2,039) participated in programs during the remainder of 2024.

Services for Children and Teens

Children from infancy to seventh grade enjoyed the materials and programs offered by the Children's Department. Five thousand nine hundred and ninety-seven (5,997) patrons attended 128 Children's Room programs this year. These programs include crafts, hands-on activities, literacy, and entertainment programs including but not limited to Baby, Toddler, and Preschool Storytimes, Portuguese Storytimes, Crochet Club, Teen Book Club, StoryWalks® in partnership with Green Hudson, and special performers. The children's librarians provided readers' advisory, offered assistance to children, parents, and teachers in accessing library databases, and use of the library's print and digital collection.

Children were engaged through a variety of different programs including music, craft activities, Lego programs, STEM Beginning workshops for preschoolers, scavenger hunts, and an annual visit with the Grinch. We were awarded a grant from the Hudson Cultural Council to bring in Animal Adventures. Additionally, the Children's staff provided teen programming throughout 2024. Two hundred and eighty-three (283) teens participated in teen programs and activities.

Supporting children's literacy skills and reading is a core aspect of the Library's Summer Experience and annual programming calendar. We had 290 youths participate; Birth through age 5 (69), ages 6-11 (186), and Teens (35). Special events and activities included: a concert with Rolie Polie Guacamole, a performance by Talewise Science Heroes, and a visit from the Poop Museum. The Library's end-of-summer Summer Experience

celebration was sponsored by the Friends of the Hudson Public Library and hosted at Roller Kingdom. A combined total of 88 children and parents or caregivers were in attendance. Of the Adventure Begins at Your Library Summer Experience registrants, those ages 0-5 years read 3,635 books and those ages 6-11 read 3,310 books. Teens read 241 books.

The Library's Summer Experience supports and emphasizes the language and literacy work children have accomplished in their school classrooms or homeschool settings. This summerlong event provides an authentic reading and edutainment experience for each child. Data shows that active participation and continuity of summer reading through a summer program helps reduce the loss of reading skills known as "the summer slide".

Library Outreach

We focused on our outreach efforts in the community, including participation in ArtsFest, Hudson Fest, Celebrate Hudson, Rec Fest, Downtown Trick or Treat, and the Holiday Stroll. This community engagement helped connect with approximately 2,373 individuals. Our ongoing outreach previously included StoryWalks® at the Library using reusable frames constructed by Library Page Brandon Proteau and his Boy Scout Troop as part of his Eagle Scout project. In 2024, we collaborated with the Hudson Land Trust to move the StoryWalks® to the Conservation Trail on Old North Road. We've increased our partnerships and support through wellness initiatives with the Town of Hudson's Health Department, including an on-going walking program led by staff member, Rosemary Best. Additionally, the Library partnered with the Health Department on a grant they received for Ruby Bridges Walk to School Day. Through this initiative, the Library offered books, activities, and movies about Ruby Bridges.

Twice a month, the Library continues to offer Door-to-Door services with the help of a dedicated volunteer. Door-to-Door services are available to Hudson residents who are unable to visit the Library's physical location.

The Library continues to partner with the Senior Center to offer workshops about the Library's online resources. Library staff visit the Senior Center every other month to promote awareness and learn how to utilize these resources. The sessions have focused on accessing and utilizing OverDrive/Libby, Hoopla, Freegal, and Creativebug.

The Children's Librarian and staff continually visit the public schools for special engagements such as the Literacy Fair and the Health & Wellness Fair. They promote our annual Summer Experience and welcome Kindergarteners at the Library to encourage an eventful summer filled with reading and activities.

Building & Furnishings

Through the support of the Library Trustees and the Town of Hudson, the Library has initiated the process to apply for a Massachusetts Public Library Construction Program grant offered through the Massachusetts Board of Library Commissioners. The Library continues to experience building issues ranging from steam pipe leaks and weight-bearing issues that have led to the hiring of an engineering firm to conduct structural consulting services, especially that of the Library's 1960s addition. To address the weight-bearing issue, we continue weeding in the adult collection. With the settling of the Library's addition, the structural engineer has identified some shifting in that area of the Library and will further investigate this movement. With an aging heating system, the steam pipes are an ongoing problem. Furthermore, the Library's footprint and layout are in need of significant improvements to provide appropriate facilities and adequate space that welcomes patrons and visitors, maintain browsable collections, establish dedicated spaces for programs, meetings, and studying, offer greater accessibility and accommodations for everyone, and enhance areas that support staff operations.

C/W MARS Network

While the residents of Hudson enjoy the items in our collection, they also take full advantage of our membership in the Central/Western Massachusetts Automated Resource Sharing Network (C/W MARS) consisting of over 150 member libraries. Our patrons are enthusiastic users of the online patron services provided by the network and regularly request materials from Hudson and other libraries. In 2024, Hudson patrons borrowed 18,454 items from other libraries. The C/W MARS consortium circulates nearly 13 million items annually to more than a million registered borrowers. We offer a shared online computer system and combined collections of 8 million items.

Libraries provide access to technology, producing a greater variety of services than ever before. Patron technology use continues to be essential. In 2024, approximately 9,633 users accessed the Internet via the Library's Wi-Fi and computer desktops. Borrowers are able to reserve books online any time, day or night, to be picked up or returned to many convenient library locations all across the state. Audiobooks are becoming increasingly available in downloadable format in addition to compact discs and Playaways, pre-loaded audiobook devices. Reference resources are available to and researched by entrepreneurs, teachers, and students from home or office computers and mobile devices, which greatly expands the Reference Department's initiatives and outreach efforts. System-wide item requests and holds can be set in motion automatically, supported by fast, state-funded delivery operations.

Technology Updates

The Friends of the Hudson Public Library sponsor four (4) Wi-Fi hotspots available to patrons through our Library of Things Collection. Each hotspot offers Internet access for up to ten (10) devices. They are available to borrow for up to two weeks at no cost. The Library continues to add items to our Library of Things Collection for use during programs or for patrons to borrow. In 2024, we added items such as a camera tripod, a popcorn maker, a laser distance measurer, and LED lanterns.

The Library provides mobile printing services which allow patrons to print from devices whether they are in the Library or at a remote location. Once the print request is sent, patrons have approximately 24 hours to release and retrieve the print job at the Library.

We currently have the Hudson Sun newspapers on 375 rolls of microfilm dating back to 1883. In order to provide greater access to Hudson patrons and the community, we are digitizing the collection as well. We currently offer online access to the Hudson Sun ranging from 1862 to 2021. Our database resource, Newsbank, also offers online access to the Hudson Sun from 2005 to 2021. Hudson Sun articles and information can be accessed with a valid library card via our website at <https://www.townofhudson.org/library>.

Friends of the Library

The Friends of the Hudson Public Library (Friends) is an organization that is dedicated to providing volunteer service and financial support to the Library. Membership is open to anyone interested in helping to further the goals and services of the Library. Activities include annual participation during Hudson Fest, the YART Sale, the Lobster and Meat Shoot, Summer Book Sales, and the Fall Book Sale. The Friends usually meet once a month in the Library and welcome new members.

These fundraising initiatives and membership dues, provide the means for the Friends to sponsor various ongoing programs, activities, and resources, including year-round and Summer Experience programs, museum and recreation passes, Wi-Fi hotspots, a photocopier with faxing services, and an annual subscription to BookPage, a literature resource publication. We are grateful for all their support and hard work.

The officers of the Friends are Elizabeth Dailey, President; Maryalice McCormack, Vice President; Lili Veruki, Treasurer; and Patti MacMunn, Secretary. The Friends wish to thank the Hudson Armory for providing free book storage space and space each year for book sales as well as the VFW for providing space for the Lobster and Meat Shoot. The book sale is accomplished through the efforts of an estimated group of 20 Friends members, along with volunteers from other local organizations. The book sales are the Friends' key fundraising events of the year.

Volunteers

Volunteers and Senior Tax Workers play an important role at the Library. This year our dedicated volunteers contributed 57 hours to help us with community outreach, door-to-door delivery service, shelf-reading collections, and assisting with the summer reading games and activities. Not included in this number are the incalculable hours spent by the Friends of the Library in their many fundraising tasks that directly benefit the Library. The Trustees and staff truly appreciate the dedication and enthusiasm of the volunteers, who contribute so much of their time and expertise.

In Conclusion

The Trustees and staff greatly appreciate the support the Library receives from the Executive Assistant, Select Board, Finance Committee, Senior Center, Health Department, School Department, and the other municipal departments. Most importantly, we want to thank the people of Hudson who continue to support our Library with their tax dollars. As engraved above our main entrance, may we continue to uphold the meaning of being "Open to All" as we continue to engage minds, enrich lives, and empower our community. We hope that our services, collections, and programs continue to add value, support, and enjoyment to your lives.

Respectfully submitted on behalf of the Hudson Public Library and its staff,

Aileen Sanchez-Himes

Lisa M. Aucoin

Library Director

Assistant Library Director

Council on Aging and Senior Center

The Council on Aging and the Senior Center provides advocacy and support systems empowering older adults to maintain their independence, improve their quality of life and prepare for life change. Councils on Aging are human service agencies that provide the following: social services, wellness and fitness programs, information and referral services, case management, health promotion and prevention, activities, socialization, volunteer opportunities and advocacy. The activities, programs and services are designed to empower older adults, maintain independence and have fun!

The Council on Aging is a nine-member Board appointed by the Board of Selectmen. Duties of the Board who meet the second Wednesday of the month include supervision of the building, activities and programs planned for the elderly in Hudson. It is the mission of the Council on Aging to evaluate, promote and encourage new and existing activities and services that enhance the quality of life for elders in the Town of Hudson.

Staff

Our Senior Center has a dedicated staff consisting of; a Director, Administrative Secretary, a full time Social Service Advocate (Outreach), and a part time Portuguese bi-lingual Social Service Advocate (30 hours a week), a full and part time bus driver, all funded by the Town of Hudson. Additional part time driver hours are funded by our State Formula Grant.



Nutrition

The Meals on Wheels Program, sponsored by Springwell Elder Services, and their many volunteers, delivered 15,419 meals to 117 Hudson seniors from July 1, 2023 through June 31, 2024 and provided 400 congregate meals at the center. In addition, we also provided 583 Grab and Go meals sponsored by Assabet Technical High School and Buffet Way. We also had another special Thanksgiving Grab and Go meal with all the fixings for 150 Hudson seniors, thanks to Mr. Danis from Plastic Molding Manufacturing. We want to thank Assabet Valley Technical High Schools Culinary Arts Program, Buffet Way Catering and Mr. Danis for making our grab and go meals a success.

DayBreak, our Social Day Program 2024

To recap the program, Hudson, Marlborough, and Northborough Senior Centers have been collaborating on the DayBreak (Social Day and Respite Program) since 2017. This program originated at the Hudson Senior Center in 2012 and expanded to Marlborough and Northborough as a direct result of our collaboration to make our communities Dementia Friendly.

The DayBreak program is tailored to individuals experiencing social isolation, mild cognitive impairment, physical challenges, or unable to attend the traditional activities at the Senior Center due to the need for supervision. DayBreak provides opportunities for seniors to maintain social contact with people while reducing isolation. Socialization and peer support are provided through enjoyable activities and lunch. In FY 24 we were awarded a \$30K continuation grant from Springwell Elder Services and

Title III Older American's Grant to keep the DayBreak Program going. At the end of FY 24 we had 33 participants; 17 males and 16 females and we provided 2641 hours of respite for our participants caregivers. We look forward to providing the services and support DayBreak offers to both caregiver and loved ones.

Social Service

Our Social Service Department was very busy assisting 1095 individual elders in our community over 5455 times (duplicate number) with a variety of services. Some examples of those services include: Community Case management, Housing issues/applications, SHINE (Serving Health Insurance Needs for Everyone on Medicare), Fuel Assistance appointments, SNAP (Supplemental Nutritional Assistance Program), and Farmer's Market Coupons. Additionally, we continue to help seniors who need assistance with scheduling online vaccination appointments. This has been popular with seniors who do not have the technology to do the on-line registrations themselves.

Services provided between 07/01/2023 and 06/30/2024

Category	Duplicated	Unduplicated
BENEVOLENT	17	15
CASE MANAGEMENT	141	58
FUEL ASSISTANCE	609	146
OTHER	9	9
OUTREACH/ADVOCACY	50	26
PROFESSIONAL SERVICES	21	17
RETURN CALL	959	480
SHINE	2266	740
SUPPORT SERVICES	1043	302
TRANSPORTATION	227	37
VACCINE	60	41
WELLNESS	53	38
Totals	5455	1095

Socialization and Recreation

Socialization and Recreation numbers increased in FY24 6%. We were able to provide 1583, individual seniors with a variety of activities over 18,431 times (duplicate number of individual people attending multiple classes). These activities include in person and grab and go floral craft projects, special grab and go lunches and dinners, in person and zoom fitness classes. Those classes include Stretch Class once a week, Cardio and Weights twice a week, Flex and Tone Chair Yoga once a week, Chair Pilates once a week, Mat Pilates, once a week, Parkinson's exercise class twice a week, Stress Reduction, Yoga, and Walking Club. We also offer Line Dancing for beginners and non-beginners, hiking, Mindful Living and Self Empowered living classes, support groups for Caregivers and Bereavement, Community Education and more!

Event Statistics from 07/01/2023 to 06/30/2024				
Category	Duplicated	Unduplicated	Over 60	Under 60
CENTER SUPPORT	336	52	1	3
COMMUNITY EDUCATION	462	203	13	0
INTERGENERATIONAL	15	14	1	0
LUNCH AT CENTER	466	63	1	0
PROFESSIONAL SERVICES	266	245	11	0
RECREATION/SOCIALIZATION	8559	611	411	7
WELLNESS	8327	368	145	3
Total Event Sign-ins	18431	1010	583	13

Transportation

Our center offers transportation between Hudson and Marlborough. Last year it increased 8.6% with 164 individual people utilizing this service 5640 times or trips.

AARP Tax Preparers

In FY24 the wonderful TAXAIDE program through AARP had a 16% increase from the year before. Our AARP Tax Volunteers were able to help 219 seniors with their tax returns at the Senior Center. This program provides a free and valuable service to seniors. We appreciate their expertise and time spent helping so many people and look forward to working with them again!

Trips

In Fiscal year 2024 we had 174 people attended a variety of day trips such as Neil Diamond, The McCartney Years, Mama Mia, Newport Playhouse and Encore Casino.

Summary Statistics from 07/01/2023 to 06/30/2024		
Activity Type	Duplicated	Unduplicated
Events	18431	1010
Rides	5640	164
Services	5455	1095
Volunteers	659	35
Trips	174	130
Total People Served	30359	1866

The COA Board

Our Council on Aging Board continues to demonstrate unwavering support for our Senior Center. Their commitment is evident through regular monthly Board meetings and willingness to attend additional meetings as necessary. The Senior Center is fortunate to have such an engaged and proactive COA Board, providing a valuable service to our center and community.

The **Friends of Hudson Seniors** is an independent, non-profit, tax-exempt organization. Our Friends group, takes on fundraising projects to provide for things that may not be covered by the Town of Hudson or the State. Last year our Friend's purchased a new copy machine for our center and had a beautiful awning installed over our ramp. They also pay a yearly fee for the software we use to report our programs and numbers to the State. We are fortunate to have a very active Friend's Group and appreciate everything that they do.

The Council on Aging would like to thank the Select Board, Executive Assistant and Finance Committee for their continued support each year.

Respectfully submitted,

Charles Corley, COA Chair	John Gill
Diane Durand, Vice Chair	Edward Silveira
Nina Smith, Treasurer	Anthony Monteiro
Janet Saluk, Secretary	Melissa Esteves
Trisha Desmond	

Janice Long, Director

Veterans' Services

Director's Report

To the Honorable Select Board, the Executive Assistant, the Citizens, and the Veteran Community of Hudson, this report is submitted for the year ending 2024.

Veterans Benefits

Veterans Benefits are governed under Chapter 115 of the Massachusetts General Laws and Commonwealth of Massachusetts Regulations 108. Benefits assist financially qualified veterans, and their dependents based on income levels and in accordance with the Budget Standards Chart. The Town of Hudson is reimbursed 75% by the State for veterans' assistance payments issued by this office.

The Director of Veterans' Services is responsible for determining the eligibility of all cases processed through this office. The Director conducts interviews, establishes approvals, and conducts follow-up on veterans receiving assistance. Field investigations within the local community are also performed by this office to determine the recipients' continued eligibility to receive benefits.

Veterans' Services also includes assisting Hudson veterans in filing federal forms for benefits which include service-connected disability claims, non-service-connected claims, VA health care, requests for medals, requests for service records, bonus applications, burial assistance and other federal benefits such as counseling in vocational rehabilitation and employment.

Additionally, the Director acts under Power of Attorney for veterans researching and processing cases to the Rating Review Board (Department of Veteran Services) and prepares appeal cases to the Board of Veterans' Appeals on the veteran's behalf. The Director also acts as liaison between State and U.S. Representatives on behalf of veterans and their dependents.

Office

This department consists of one state-certified full-time Director. The office also has 1 Graves Officer. This year the office had no additional assistance.

Hudson Hometown Heroes (HHH) street banners for our local military veterans were displayed this year from Memorial Day through Veterans Day. A total of 103 banners were on display. The HHH committee consists of the Veterans Director, Veterans, and local residents. Monies were raised from donations, businesses, and applicants. The program will be ongoing for potentially several years to come.

The Veterans office once again received a generous financial grant in the amount of \$10,000 for the ongoing maintenance of 1 vehicle.



In 2024, the department fielded a multitude of requests for Federal, State, and Local Veteran benefits, some of which included Burial assistance, Service-Connected disability, Aid and Attendance, Pension, VA Healthcare, Transportation, Annuities, and Exemptions in addition to State Chapter 115 assistance.

Memorial Day & Veterans Day Parades / Ceremonies continue to be a long-standing tradition in Hudson. This year both parades and ceremonies were observed. The Veterans Office continues to provide military affiliated guest speakers and displays to educate and inform our citizens and youths regarding the sacrifices and courage of our military men and women. We welcome all to attend and recognize those Veterans who have passed and those who are living that have supported our great nation through their service.

State

In November 2023, Governor Maura Healey filed legislation to increase benefits, modernize services and promote inclusivity for Massachusetts veterans. The Act “Honoring, Empowering, and Recognizing Our Servicemembers and Veterans (HERO Act) encompasses 17 spending, policy initiatives, tax credits and statute changes.

For our 100% service-disabled Veterans benefits include:

- Annual State annuity of \$2,500,
- No fee Registrations,
- No fee license renewal,
- Excise Fee Exemption on 1 vehicle
- Vehicle Sales Tax Exemption

Federal

The Department of Veteran Affairs continues adjudicating claims for compensation and pension beneficiaries. Current numbers are as follows:

VA Claims Backlog as of 02.22.2025	# Pending	# Pending > 125 Days	% Pending > 125 Days
USA - All Missions Total	941,884	252,188	26.8%
Northeast District	227,786	62,339	27.4%
Massachusetts	10,386	3,057	29.4%

Source: va.gov

Passports

The U.S. Department of State is the official governing agency for passport issuance. The Town of Hudson is an official acceptance facility certified by the State Department. The passport program is available to any U.S. Citizen or U. S. National that qualifies. Applicants need not be Hudson residents to apply. Application forms are available online at www.travel.state.gov or they may be picked up at Hudson Town Hall from the Town Clerk's or Veteran Services Office.

January – December 2024	Passport Applications Processed	39
	Revenue	\$1365

Graves Officer Report: Mr. James Cabral

*18 Veterans passed away in 2024.
May they rest in peace for all eternity.
-TAPS-*

Respectfully Submitted,
Brian Stearns - Veterans Director



Hudson Housing Authority

The Hudson Housing Authority is authorized by and operates under the provisions of Chapter 121B of the Massachusetts General Laws. Founded in 1962, the Hudson Housing Authority manages and administers low-rent housing programs, which are funded by the Massachusetts Executive Office of Housing and Community Development (EOHLC) and U. S. Department of Housing and Urban Development (HUD). The operations of the Authority are supported entirely by rents, grants, or contracts with the state or federal governments. The Authority is governed by a Board of five commissioners. The Board of Commissioners meets on the second Thursday of each month at a location rotating between the Brigham Circle and Norma Oliver Village community centers. The office hours are 8:30 a.m. to 4:00 p.m. weekdays.

Rental Assistance

The Hudson Housing Authority administers seventy-two federal Section 8 Vouchers and approximately thirty Massachusetts Rental Vouchers. These programs provide participant property owners with a direct payment on behalf of the family. Family participants contribute no more than 40% of their gross monthly income toward the rent, with the Housing Authority contributing the difference. The combined budget for the rental assistance programs is over \$700,000.00. The Hudson Housing Authority Section 8 waiting list is open. Applicants may apply through the Section 8 Centralized Waiting List at www.affordablehousing.com or by requesting a paper application from the Authority office. Applicants can expect a wait of several years for assistance. Applicants may apply to the Massachusetts Rental Voucher Program waitlist through the centralized state public housing waitlist (CHAMP) at the following website: <https://publichousingapplication.ocd.state.ma.us/> or by requesting a paper application from the Authority office.



Housing for the Elderly and Handicapped

The Hudson Housing Authority provides 218 one-bedroom apartments for elderly and handicapped persons at two locations, state-aided Brigham Circle and federally-aided Norma Oliver Village.

Waiting lists exist for both programs, and a local resident and veterans' preference is granted at both Brigham Circle and Norma Oliver Village for those who live and/or work in Hudson. Applications are available for both Brigham Circle and Norma Oliver Village at the Authority office at 8 Brigham Circle. Applicants can also apply to Brigham Circle through the centralized state public housing waitlist (CHAMP) at the following website:

<https://publichousingapplication.ocd.state.ma.us/>.

There is currently no asset limitation at either development, and at the Brigham Circle development, a wage exclusion adjustment may be possible for elderly persons. The eligibility criteria are outlined below.

Eligibility Criteria

State-aided (Brigham Circle)

Income Limits –	One Person	\$ 82,950.00
	Two Persons	\$ 94,800.00
Age 60, disabled or handicapped		

Federally-aided (Norma Oliver Village)

Income Limits –	One Person	\$ 91,200.00
	Two Persons	\$104,200.00
Age 60, disabled or handicapped		

Housing for Special Needs

The Hudson Housing Authority, in cooperation with the Department of Mental Health and the Department of Developmental Services, serves sixteen persons in two group homes. These programs provide educational and employment opportunities in a traditional residential setting.

The Authority continues monitoring the 40B developments Coolidge Greene and Highlands at Hudson.

Capital Improvements in 2024

Brigham Circle

- Window replacement in 667-2 development \$283,000 project complete
- Federal Pacific Replacement and Fire Alarm Upgrade in 667-2 development \$905,031 project ongoing

Norma Oliver Village

- Development-wide trash shed replacement \$ 61,277 project complete
- Development-wide boiler circulator and antifreeze upgrade \$227,288 project complete

Housing for Special Needs (49 Washington Street)

- 2nd floor kitchen renovation \$ 43,794 project complete

Housing for Special Needs (8 Irving Street)

- Interior and exterior light fixture replacement \$ 20,039 project complete
- Common area flooring replacement \$ 9,875 project complete

Hudson Housing Authority Board of Commissioners

Board Members

Term Expires

Chairperson:

Stephen Domenicucci, 9 Avon Drive May 2026

Vice Chairperson:

Sarah Cressy, 45 Pleasant Street May 2028

Treasurer/Town Tenant Board Member:

Cynthia Janeiro-Ehlke, 49 Pine Street May 2026

State Appointee:

Christine Dimare, 21 Edith Road May 2026

Commissioner:

Christine Monteiro, 445 Main Street May 2025

Jaclyn Beaulieu continues to serve as the Authority's Executive Director. The administrative office remains staffed by our dedicated team of Assistant Director Robert Milne, Program Administrator Madison Davies-Waterman, and Bookkeeper/Administrative Assistant Allison Carroll. Maintenance Supervisor Jon Orkiseski along with maintenance employees Lucas Breton and Michael Lombardi provide exemplary maintenance service for the Authority's properties.

The Hudson Housing Authority wishes to acknowledge the continued service of the Hudson Fire Department and Hudson Police Department. We also wish to thank Executive Assistant, Mr. Thomas Gregory, and the Select Board along with the departments of Council on Aging, Board of Health, Public Works, Town Clerk, Community Development and Veteran's Affairs for their continued support and assistance.

Respectfully submitted,
HUDSON HOUSING AUTHORITY

Hudson Cultural Council

The Hudson Cultural Council (HCC), appointed by the Board of Selectmen, was formed in 1983 in response to the creation of the arts lottery in Massachusetts. The Hudson Cultural Council is part of a network of 329 Local Cultural Councils (LCC) serving all 351 cities and towns in the Commonwealth. The LCC Program is the largest grassroots cultural funding network in the nation, supporting programs that include everything from artists to nonprofit cultural organizations, field trips, lectures, festivals and dance performances to expand access, improve education, promote diversity, and encourage excellence in the arts, humanities, and sciences. The state legislature provides an annual appropriation to the Massachusetts Cultural Council (MCC), a state agency, which then allocates funds to each community. In addition to the state funds, the Town of Hudson also allots funds to the HCC. The HCC's role is to survey Hudson's cultural needs and interests, and to determine how public funds allocated by the Town and by the MCC will be dispensed.

Decisions about which activities to support are made at the community level by a board of municipally appointed volunteers. The current active members of the Hudson Cultural Council are: Michael Ibrahim (Chair), Doris Monteiro (Secretary), Debbie Papa (Treasurer), Lindsay Kelkres (Member), Ellen Kisslinger (Member), Leia Owen (Member), and Donna Specian (Ex-Officio Member).

Each fall the HCC reviews grant applications from individuals and groups proposing a variety of cultural offerings. Award recommendations are based on proposed projects' eligibility, the availability of funds, and Hudson's particular needs and interests. As part of the FY '25 grant allocation process, the Council approved grants for organizations to use both in-person and virtual platforms in accordance with guidelines established in 2020 by MCC due to the Covid-19 pandemic.

The amount to be awarded for FY'25 was \$18,162.00 (\$3500 from the Town of Hudson; remainder from MCC).

There were 28 grant application requests totaling \$42,203.00 to be considered. Grants were awarded to these 17 recipients during the 2024-2025 Grant Cycle:

Advanced Math & Science Academy – Deepening the Civics Engagement

Assabet Valley Camera Club - Bird and Wildlife Photography in Massachusetts and Beyond Assabet Valley Camera Club –

The Colors of Spring – New England's Other Foliage Season Assabet Valley Mastersingers - Concert Season 2024-2025

Boys and Girls Clubs of MetroWest - Summer Brain Gain: Exposure to the World Around Us

C A Farley Elementary School - Increasing Engagement through Fun & Thrilling Experiences for All Discovery Museum - Open Door Connections

Hudson Cultural Alliance - Arts Around the Armory

Hudson Division of Recreation – Hudson Recreation's 2025 Performance Series

Hudson Public Library - Women of Note

Hudson Public Library - Chess Essentials for Beginners & Enthusiasts

Hudson Public Library - Historical Crafts with Castle Nitor

Hudson Public Library - Playful Engineers – Artful Mechanisms

Mulready School Parents Association - Taiko Thunder

Sounds of Stow – Sounds of Stow 2024 – 2025 Concert Season

Virginia Thurston Healing Garden – Artistic Pathways: Expressive Therapies for Cancer

Support Naomi Westwater Weekes - Reclaiming Folk

The HCC evaluates grant applications based on the following criteria:

1. The HCC does not directly book, make arrangements, or handle any logistics related to Performances/Projects/Programs/Exhibits. Thus, a grant will not be considered for funding unless there is a local sponsor.



2. All applications for Performances/Projects/Programs/Exhibits must include the program date, confirmed venue, with a letter from a local sponsoring organization confirming the date and venue. A sponsoring organization is a person, group, or other entity that books, makes arrangements, and assumes responsibility for the performance, exhibit, or other types of programs. Sponsor letter should be on their letterhead
3. Performances/Projects/Programs/Exhibits must appeal and be accessible to the largest number of Hudson residents of all ages (e.g., accessibility to people with disabilities, cost of admission, etc.).
4. Applications which demonstrate widespread appeal to the Hudson community will be given preference.
5. Cultural Council Funds cannot be the sole source of funding for such programs.
6. Grant Agreement forms and W9 forms must be received by the HCC via post mail no later than December 31 in the year the award was given. The grant will be considered null and void and no monies awarded if the required paperwork is not received by December 31.
7. If for any reason the original project needs to be altered, the grantee must submit a written request to the HCC for its approval.
8. When a grant is awarded, but the project has not been completed for any reason, the funds must be returned to the HCC and if not, future grants will be denied.
9. If a grantee does not submit their final report and the required supporting documentation within the two-week framework after the completion of the project, future grants will be denied.
10. All supporting documentation (sponsor letter, resume, information regarding a partnership with other agencies, etc.) must be included with the grant application submitted through the Mass Cultural Council Smart Simple portal. Any information that comes to the Council through other means cannot be taken into consideration.

The Hudson Cultural Council will be conducting its annual survey in the spring/summer, and will seek grant applications again in the fall. For local guidelines and complete information on the HCC see www.hudsonculturalcouncil.org or contact the council via email at HUDSONCULTURALCOUNCIL@gmail.com.

Application forms and more information about the Local Cultural Council Program are available online at www.mass-culture.org. Online applications will be available September 1, 2025 and will be due October 15.

Respectfully submitted,
 Michael Ibrahim, Chair
 Donna Specian, Ex-Officio Member

Board of Health

The Hudson Board of Health and the Health Department team strive to promote the health of our residents through prevention and control of disease and injury. The department is overseen by a three-member elected board that provides policy direction to the team. At the end of 2024, the Board of Health is currently made up of Allyson O'Malley, RN (Chair), Matthew Gallen (Vice-Chair), and Anthony Buscemi (Clerk).

The Health Department is managed by our Director of Public and Community Health, Lauren Antonelli, MA, who has been in the position since May 2022 and who has been with the town since 2020. The Health Department Team includes: Donna Boulé (Health Department Administrator), Eduardo St. Louis (Sanitarian), Kali Coughlan (MetroWest Food Collaborative Coordinator), Giuliana Bacoccini (SNAP & WIC Outreach Coordinator), Michelle Andrade, RN (Public Health Nurse), Alexandria O'Hare, LICSW (Community Social Worker), Wilmary Delvalle (Housing Navigator), Michael Rugg (Youth Substance Use Prevention Program Coordinator), Julie Zieff, LICSW (Youth Substance Use Prevention Program Assistant), Karina Scott (MetroWest Shared Public Health Services Coordinator), Bridget Hurley, RN (Regional Public Health Nurse), Thalita Campelo (Regional Health Communications Specialist), Edilane Silva (Regional Community Health Worker), Pooja Shelke, (Regional Epidemiologist), and Casey Mellin, RS, CHO (Regional Health Inspector).

Throughout 2024, the department continued to structure our programming into three main areas: Environmental Health, Community Health, and Emergency Preparedness Planning and Response.

Environmental Health Programs

We continued our work in various environmental health programs in 2024 including:

- Onsite Wastewater Disposal Systems (Septic Systems/Title 5)
- Food Protection Program (restaurant inspections)
- Housing (upholding the State Sanitary Code)
- Tobacco Control
- Body Art (tattooing, body piercing and microblading)
- Tanning (indoor tanning beds)
- Swimming Pools (public & semi-public)
- Recreational Water Safety (monitoring water quality at Centennial Beach)
- Keeping of Animals (backyard chicken coops)
- Body Works (massage parlors)
- Hazardous Wastes (household hazardous waste collection events)
- Medical Wastes (sharps disposal)
- Solid Waste (trash and recycling, Transfer Station)
- Beaver Control
- Mosquito Control (EEE, West Nile Virus)
- Tick-borne Illnesses (Lyme disease)
- Recreational Camps for Children
- Private Drinking Water Safety (private drinking wells)
- Nuisance Complaints (odor and air quality, vermin, noise, trash)

Our Sanitarian, Eduardo St. Louis, conducts public health inspections under the provisions of the MA State Sanitary Code and other environmental codes. Inspections conducted include but are not limited to food establishments, public and semi-public swimming pools, recreational camps, housing and human habitation, septic systems, soil evaluations, body art establishments, and general complaints.

In 2024, the Hudson Board of Health continued to participate in the MetroWest Tobacco Control District. Funded by the Massachusetts Tobacco Cessation and Prevention Program (MTCP) and comprised of 16 municipalities in the MetroWest area, the program provides tobacco control services to Boards of Health including retail education and compliance checks. Parivallal Thillaigovindan, the Program Manager who works out of the Framingham Health Department, was appointed by the Hudson Board of Health to complete the necessary inspections in town. The Hudson Board of Health permits twenty-one (21) retail tobacco establishments, which is our maximum capacity. All of these retailers were inspected and achieved compliance with State and local tobacco regulations. All retailers were also subject to compliance checks, including structured and supervised inspections where a youth under the age of 21 attempts to purchase a tobacco product. We are pleased that we had generally strong compliance from tobacco retailers in 2024.

The Central Massachusetts Mosquito Control Project (CMMCP) continued to provide mosquito control for the Town of Hudson in 2024.

Community Health Programs

We continued to work on various community health programs in 2024 including:

- Public Health Nursing
- Community Social Worker Services
- Housing Navigator Program
- Mobile Food Pantry
- Farmers Market
- MetroWest Shared Public Health Services
- Substance Use - Prevention, Harm Reduction, Referrals to Treatment & Recovery
- MetroWest Food Collaborative

Public Health Nursing

In 2024, Michelle Andrade, RN continued as Hudson's Public Health Nurse. This position is covered 100% by ARPA funds, which will be ending next year. Public Health Nurses play a vital role in disease prevention and promoting community health and safety. While most nurses care for one patient at a time, public health nurses care for entire populations. They look at health trends, identify health risk factors, and work towards improving access to health services for all.

Our Public Health Nurse's responsibilities include, but are not limited to:

- Providing health education to individuals and families
- Receiving and making referrals
- Immunization clinics, including Flu, COVID-19 and childhood vaccines

- Health promotion/prevention programming
- Home visits
- Case management
- Facilitating and assisting vulnerable individuals with access to services and basic needs
- Investigating disease and other health threats
- Advocating for improved and increased health care availability and access
- Hoarding support
- Camp inspections
- Blood Pressure Clinics for the Hudson Senior Center, Hudson Housing Authority and others in the community

In 2024, we investigated the following communicable diseases and supported the impacted community members:

Disease	Number of Cases
Babesiosis	1
Borrelia Miyamotoi Infection	1
Calicivirus/Norovirus	4
Campylobacteriosis	7
Cryptosporidiosis	0
Cyclosporiasis	0
Enterovirus	0
Giardiasis	1
Group A streptococcus	1
Group B streptococcus	2
Haemophilus influenzae	2
Hepatitis A	0
Hepatitis B	3
Hepatitis C	2
Human Granulocytic Anaplasmosis	0
Influenza	123
Legionellosis	0
Listeriosis	0
Lyme Disease	15
Meningococcal Disease	0
Monkey Pox	0
Mumps	0
Novel Coronavirus (SARS, MERS, etc.)	288
Powassan Virus Infection	0
Refugee	3
Salmonellosis	5
Shiga toxin producing organism	1
Streptococcus pneumoniae	0
Tuberculosis	24
Varicella	0

Community Social Worker Services

In 2024, Alexandria (Alex) O'Hare, LICSW continued in the role of Community Social Worker, providing free comprehensive professional social work services to Hudson residents with social, emotional, and economic needs, with specific attention to Hudson's most vulnerable populations. This position is covered 100% by ARPA funds, which will be ending next year.

Mental health referrals provided by the Community Social Worker include an intake that identifies the best services for the individual based on their current needs. Mental illness/disorder is a term used to describe a large umbrella of conditions that may affect mood, thinking and behaviors. Common examples are depression, anxiety, schizophrenia, eating disorders, post-traumatic stress disorder, and addiction. Living with mental illness can make normal, everyday life hard in nearly every aspect of life. With mental disabilities having no bias, they are found in all ages, races, genders, regardless of incomes or socioeconomic status. Our social worker makes referrals to therapists, psychiatrists, Department of Mental Health, respite and/or hospital level of care. Until the individual is assigned to a mental health clinician, our social worker provides clinical consultation. Currently, the waitlists for services have improved but residents could still be waiting at least a month. The majority of referrals made in 2024 by our Community Social Worker were related to trauma and anxiety/depression.

Our Community Social Worker provided many services in 2024, including, but not limited to:

- Referrals to services related to: mental health, substance use, medical, parenting, housing, finances, basic needs, furniture bank
- Information dissemination on area resources and services for the elderly, individuals with disabilities, children and families, low-income individuals, and those with a variety of other specialized needs
- Connected residents with community supports to help complete applications for services such as: SNAP/food stamps, Social Security Disability, Fuel Assistance, Department of Mental Health (DMH), MassHealth, etc.
- Conducted crisis intervention and one-on-one consultation related to: wellness checks, collaboration with the Jail Diversion Clinician, and therapy sessions
- Provided community education
- Collaborated with community groups to address community needs and concerns, and to strengthen community connections
- Facilitated group therapy, including Caregivers' Support Group and Bereavement Support Group
- Housing assistance: Referrals to the South Middlesex Opportunity Council (SMOC) and applications for affordable housing, Section-8 housing and Fuel Assistance
- Food assistance: referrals to the Hudson Mobile Food Pantry, the Hudson Community Food Pantry, and other area resources
- Uber Health Program, which assists low income Hudson community members with transportation to medical and mental health appointments

Housing Navigator Program

The Hudson Health Department and Board of Health believe that safe, adequate housing is a human right. At the very end of 2024, we excitedly launched a Housing Navigator Program. Thanks to generous funding from the MetroWest Health Foundation, we were able to hire a part-time Housing Navigator, Wilmary Delvalle, to spearhead this pilot initiative. Through this program, we aim to stabilize

vulnerable populations, reduce homelessness, prevent housing displacement, and improve overall community well-being.

Housing-related resources are critical these days in light of constantly increasing costs. According to the U.S. Census Bureau American Community Survey (ACS) 2019-2023, 1,909 out of 8,041 total households in Hudson are “cost burdened.” This indicates that 23.74% of Hudson households are spending 30% or more of the household income on housing costs. Additionally, 16.3% of the renter households and 8.7% of the owner households in Hudson are “severely cost-burdened,” spending 50% or more of their household income on housing expenses.

The goal of the Housing Navigator Program is to provide targeted, housing-specific services to individuals and families experiencing homelessness or facing housing-related challenges. Wilmary assists with housing searches and applications, connects community members to rental assistance programs, facilitates landlord-tenant mediation, makes referrals to resources and supportive services, and more. We have begun partnering with the Hudson Senior Center, Hudson Public Schools, Hudson Police and Jail Diversion Program, St. Vincent de Paul, and others. In the first year of this pilot, we will continue to build and strengthen community partnerships and engage more people in our work.

Mobile Food Pantry

The Hudson Health Department, in partnership with Open Table, continues to run a mobile food pantry for Hudson community members. Started in 2020, the program has grown to include the Hudson Housing Authority (HHA) at Brigham Circle and Glen Road, as well as the Machado House at Peter’s Grove. Twice a month, we serve nearly 50 families in the community. Additionally, once a month, we serve more than 70 residents at the HHA and Peter’s Grove. We continue to rely on dedicated volunteers to make this program possible, and we are always seeking more volunteers to help drive and deliver the groceries. Contact the Health Department to learn more and sign up to volunteer. We fully intend to continue the mobile food pantry program here in Hudson, expanding as needed and where possible, in order to meet the food needs of our community.

Farmers Market

Again in 2024, the Health Department, alongside the Conservation Agent and the Assabet Valley Chamber of Commerce, managed the Hudson Farmers Market. The market is held weekly in front of Town Hall in downtown Hudson from June to September, and offers some additional shoulder markets in the off months. The market has continued to have great success and offers a variety of products from local vendors, including but not limited to: fresh fruits and vegetables, honey, meat, poultry, fish, bread, baked goods, jams and flowers. In 2024, we began offering free exercise classes at some of the markets, including Zumba and Yoga classes. We are grateful to the Assabet Valley Chamber of Commerce for partnering with us on this important initiative and working so hard to make it such a success for our community.

MetroWest Shared Public Health Services

Local public health in Massachusetts has struggled to keep up with the changing demands of community health, and the COVID-19 pandemic exposed many of these staffing and resource challenges. As we continue to rebuild from the pandemic, the Hudson Health Department is committed to providing

excellent public health programming and services. One way to achieve this is by participating in cross-jurisdictional sharing of public health staff and resources as a way to improve the effectiveness and efficiency of our local public health system.

With continued funding from the Massachusetts Department of Public Health, Hudson serves as the lead municipality in a regional public health collaborative of nine (9) MetroWest-area municipalities. Named MetroWest Shared Public Health Services (MWSPHS), the collaborative is made up of Ashland, Framingham, Hopkinton, Maynard, Medway, Milford, Millis and Natick. This regional partnership works to strengthen existing core public health services, fill gaps in essential services, increase staff capacity and expertise, and enhance the delivery of better health protections, programs and outcomes. In 2024, MWSPHS, with representation from all participating municipalities, underwent a strategic planning process. The collaborative's mission and vision was further defined and goals were set for the next five (5) years.

MWSPHS Mission: To ensure sustainable public health services that promote, protect, and enhance the health, safety, and well-being of all people who live and work in the member communities across the MetroWest Shared Public Health Services region.

MWSPHS Vision: Through regional collaboration and shared investments, the MetroWest Shared Public Health Service group delivers foundational public health services as well as implements innovative solutions that foster independence, improve health, and promote well-being for all who live and work in the participating communities.

Goals for the next five (5) years were organized under five (5) pillars: Move towards consistent data and aligned systems; Develop and coordinate shared communications; Make progress on foundational public health services; Invest in staff and board capabilities; Address emerging issues through proactive public health services.

This regional public health work is done by a multidisciplinary team consisting of Epidemiologists, Nurses, Inspector, Community Health Worker, Health Communications Specialist, and a Program Coordinator. As the lead municipality, Hudson is tasked with managing all aspects of grant implementation including, but not limited to, hiring and supervising staff and managing grant finances and deliverables.

Some notable accomplishments from 2024 include:

- The Epidemiologists provided MAVEN coverage and supported in communicable disease investigations for municipalities, for example food-borne illness outbreaks.
- The Public Health Nurse supported child vaccine clinics in Ashland, Framingham and Hudson for school-required vaccines. These vaccines are crucial in protecting the health of the student body and in allowing children to go to school and stay in school.
- The Community Health Worker has connected 100s of community members to services and resources, including food, clothing, shelter, health insurance and much more. She continues to serve as an ally to all and ensures that identified needs are met.
- The Health Communications Specialist created various communications campaigns, infographics, and event promotion materials. Reaching residents with timely, relevant, and easy-to-understand information is the utmost priority, especially during a time when misinformation and information apathy has become prevalent in our daily lives.

- The Sanitarian conducted a wide-variety of inspections across the region, including food, septic, Title 5 and soil evaluations, as well as provided coverage for Health Directors/Agents as needed.

Substance Use - Prevention, Harm Reduction, Referrals to Treatment & Recovery

Since first receiving opioid settlement funds (or opioid abatement monies) in 2023, the Health Department has spearheaded the town's management of these funds. In 2023 and 2024, the town received nearly \$200,000 in settlement funds. We anticipate receiving an additional roughly \$560,000 between now and 2039. For context, Massachusetts participated in nationwide financial settlements with several companies to demand abatement of the harms caused by the opioid epidemic. Combined, these settlements will bring over \$900 million into Massachusetts for substance use prevention, harm reduction, treatment, and recovery support. 40% will be allocated to municipalities, and 60% will stay with the state for statewide initiatives.

Throughout 2024, the Health Department worked with the Metropolitan Area Planning Council (MAPC) to conduct a thorough assessment of the needs and wants in Hudson related to substance use. We held eight (8) focus groups, eight (8) key informant interviews, one (1) listening session, and reviewed secondary data. We also administered a community-wide survey to which we received 107 responses. We identified the many community assets that exist within the town, and we explored factors that may be contributing to substance use in Hudson.

In the end, our research led to six (6) recommendations on how we should utilize our opioid funds: 1) Youth prevention, 2) Recovery services, 3) Mobile outreach, 4) Transportation, 5) Naloxone/Narcan distribution, and 6) Recovery housing. It was also recommended to pool settlement funds where possible with other municipalities, and to apply for the State's matching grant opportunity, which we did. Throughout 2025, we will be working to rollout programming to utilize these funds according to the recommendations listed above. For the full report, contact the Health Department at any time.

Youth Substance Use & Misuse Prevention: The Town of Hudson continues to serve as the lead municipality for the MassCALL3 grant from the Massachusetts Department of Public Health's Bureau of Substance Addiction Services (BSAS). MassCALL3, which stands for the Massachusetts Collaborative for Action Leadership and Learning (3rd iteration), is a multi-year Substance Misuse Prevention Grant Program. The grant requires regional partnerships and is meant to support local substance use prevention efforts.

Our regional group is named the Central MetroWest Substance Awareness & Prevention Collaborative and consists of seven (7) neighboring municipalities: Ashland, Hudson, Marlborough, Natick, Northborough, Southborough and Westborough. The grant program began in FY'22 (July 1, 2021) and will continue through FY'29 (June 30, 2029). The regional collaborative's focus is on substances of first use among youth, which includes alcohol, nicotine, and cannabis.

Some notable prevention-related accomplishments from 2024 include:

- The hiring of Michael Rugg as the Regional Youth Substance Use Prevention Program Coordinator. Michael oversees the MassCALL3 grant program with support from Julie Zieff, the Regional Youth Substance Use Prevention Program Assistant.

- We concluded a multi-year strategic planning process that involved in-depth assessment, capacity building, and planning. BSAS approved our plan and we commenced the implementation phase.
- In early 2025 we will be launching a regional cannabis messaging campaign targeted at parents/caregivers of middle school and high school students. The campaign aims to educate on the dangers of youth cannabis use and will feature a parent/caregiver toolkit; the campaign will live primarily on social media.
- Locally, the Hudson Youth Substance Awareness & Prevention Coalition (YSAP) continued to meet regularly. We established a leadership team and appointed coalition officers, wrote bylaws and an orientation manual for new members, and recruited new members, including youth.
- Hudson YSAP hosted an action planning retreat over the summer that drew community members from many sectors. Together, we decided on our priorities and developed an action plan to address youth alcohol and tobacco/nicotine (vaping) use in Hudson.

Harm Reduction: In addition to our prevention work, the Hudson Health Department is committed to supporting community members with Substance Use Disorder who are actively using. We promote harm reduction strategies as a way to reduce negative consequences associated with drug use and to empower people who use drugs (and their loved ones). According to the most current data from MA BSAS, in 2023 there were 16 fatal overdoses in Hudson. Based on local data, there were 6 reported overdoses in Hudson in 2024; 5 non-fatal and 1 fatal. The Hudson Health Department continues to lead the Hudson Post Overdose Support Team (POST), which includes members from the Police Department, Fire Department, Advocates Jail Diversion Program, Patriot Ambulance, and JRI ProgramRise. POST offers direct outreach following overdose incidents, both to the individual and their loved ones. Recovery resources and referrals are provided, as well as the life-saving drug Narcan. The POST partnership continues to be a strong one and we believe we are making a real impact. Throughout 2024, the Health Department trained many community members in Narcan administration and gave out 126 doses for free. We surpassed the State’s benchmark and we plan to train even more community members next year. Hudson Town Hall and Hudson High School now have emergency Narcan kiosks, and we plan to add more throughout town in 2025.

Referrals to Treatment & Recovery: The Hudson Health Department supports community members in need of treatment and recovery services for their Substance Use Disorders (SUD). We also support loved ones impacted by SUD. We provide free, confidential and dignified services. Referrals are made to local agencies and groups based on individual needs, including but not limited to, in-patient and out-patient treatment programs, detox, recovery coaches, recovery support groups, clinicians, grief support and more. Community members in need of these services are also encouraged to contact the Addiction Referral Center (“The ARC”) located in Marlborough.

MetroWest Food Collaborative

The MetroWest Food Collaborative (MWFC) is a regional initiative consisting of Ashland, Framingham, Hudson, Hopkinton, Marlborough, Maynard, Milford, Millis, Natick and Westborough. The MWFC envisions a thriving food system that delivers food justice for all. Food justice is a holistic and structural view of the food system that sees healthy food as a human right and addresses structural barriers to that right. It is the mission of the MWFC to actively join with the community to strengthen

the local food system by advocating for policies and programs that support equitable access to nourishing, affordable and culturally appropriate food. We have expanded membership to over 150 community members, non-profit organizations, educational institutions, farmers and funders throughout the MetroWest region. The MWFC Coordinator, Kali Coughlan, mobilized partnerships and resources to grow the MWFC and hired a part-time Contractor to expand our capacity through communications and development support. In FY'24, we received earmark funding from Speaker Pro Tempore Kate Hogan and Senate President Karen Spilka's offices. We also received grants from the MetroWest Health Foundation and Sudbury Foundation, allowing us to launch a SNAP and WIC Outreach Pilot Program. In late 2024, Giuliana Bacoccini was hired as the SNAP and WIC Outreach Coordinator serving Framingham, Hudson and Milford.

Some accomplishments from 2024 include:

- *Advocacy Training:* We hosted an advocacy training for 15 of our members in partnership with the MA Public Health Association to help build understanding of how advocacy impacts our work
- *2nd Annual Food Access Summit:* In January of 2024, we hosted our Annual Food Access Summit in Hudson Town Hall. The goal was to bring diverse voices to the table to look beyond emergency food, and to talk about the systemic changes that will make the food system stronger, more equitable and work better for everyone in the region. We had a special focus on food security for older adults in our region. Congressman Jim McGovern was the keynote and shared his commitment to advancing food equity and justice on a national level, and thanked the collaborative for the work that is being done by all those in the room. Amongst the 70 other guests present were Speaker Pro Tempore Kate Hogan, Senator Jamie Eldridge, and Representative Jack Lewis. They shared regional data, perspectives on unique collaborations they've witnessed between Collaborative members, and recognition that policies are necessary to combat the issues of food insecurity within the region. A panel of regional experts shared the challenges facing seniors who are struggling with food insecurity.
- *SNAP & WIC Gap Pilot Project:* Based on community feedback and surveys conducted with local food pantries and Councils on Aging, we gained insights into who was assisting clients with SNAP and WIC applications. With this valuable feedback, we applied for and received a grant to create a SNAP & WIC Outreach Program focused in Framingham, Hudson and Milford. The goal is ultimately to close the "SNAP and WIC Gaps" in our region.
- *Dignity in Food Choice:* Building upon the theme of the Food Access Summit, we worked to enhance dignity in food choice for older adults, as this was a priority identified in community listening conversations. As part of these efforts, we held two "Lunch and Learns" with the MetroWest Nonprofit Network, and awarded mini-grants of up to \$1,500 to 15 MetroWest organizations for related program enhancements, utilizing the earmarked funding.
- The MWFC participates in advocacy at the state and local level with coalitions working to strengthen the local food system. A few recent policy wins include:
 - *Universal School Meals*, which gives access to free school breakfast and lunch for all students in MA public schools
 - *Regional Transit Authority* funding to support RTA communities
 - *Healthy Incentives Program (HIP)* received continued funding to provide SNAP users with additional money to use on local fruits and vegetables

- *Food Literacy in School* received continued funding to provide access to food system education in schools (K-12) so students can learn about agriculture, nutrition, food justice, and culinary skills

Emergency Preparedness Planning and Response

The Health Department continues to engage in public health emergency preparedness efforts. We collaborate with other town departments, surrounding communities, and the Massachusetts Department of Public Health. We are members of the Metro Regional Preparedness Coalition (MRPC) run out of Cambridge Health Alliance. The MRPC exists to enhance regional health and medical readiness for emergency events through collaborative, multidiscipline planning in order to foster a coordinated and effective regional response to a variety of threats and hazards. The MRPC includes 60 communities in 5 counties in the Metro Boston area, and oversees 4 main programs: the Health and Medical Coordinating Coalitions Region 4AB, the Hospital Preparedness Program, the Public Health Emergency Preparedness Program, and 7 Medical Reserve Corp Units.

The Medical Reserve Corp (MRC) is a national network of locally organized volunteers to improve the health and safety of their communities. MRC volunteers support emergency response in their communities and support local public health departments with vaccine clinics and other programs. The Town of Hudson is part of the MetroWest MRC, along with seven (7) neighboring municipalities. The MRC is always seeking out new volunteers 18 years and older. Volunteers have a wide range of skills and you do not need a medical background to sign up. Contact the Health Department to learn more and sign up.

In 2024, the Health Department spearheaded the opening of a cooling center at the Senior Center during the June heatwave. We are prepared to open heating and cooling centers as needed, and we are ready to respond to any emergency that may arise in unison with other town departments and first responders.

Board of Health

Board of Health meetings are held on a monthly basis at Town Hall and virtually via Zoom. Dates and times vary, but are always posted in advance on the town website. Public attendance at these meetings is always welcome, and participation in the meetings can be requested in advance through the Health Department.

To learn more about the many great services provided by the Hudson Health Department, check out our website at www.hudsonhealthdept.org, follow us on Facebook @HudsonBOH, or pay us a visit at our office located on the 1st floor of Town Hall.

Respectfully submitted,

Allyson O'Malley, RN, *Chair*

Matthew Gallen, *Vice Chair*

Anthony Buscemi, *Clerk*

Health Department Team

Public Works Department

FISCAL YEAR 2024
JULY 1, 2023 – JUNE 30, 2024

STREETS

Roadways planned for FY24 milling and overlay were completed in the summer of 2023. These streets included Apsley Street, Woodrow Street, Chapin Road and reconstruction of the Cul de Sac on Dean Street.

CHAPTER 90

The following roadways were milled and overlaid by Mass Broken Stone Corporation as part of the Road Paving Project list: Lincoln Street from Apsley Street to the Bolton Town line, Cox Street from Lincoln Street to Manning, and Tower Street from Main Street to Cox Street. The cost of this project was reimbursed by the Commonwealth of Massachusetts under the Chapter 90 program.

SIDEWALKS

The Town's DPW constructed sidewalks on Apsley Street from Lincoln Street to Felton Street, on Lincoln Street from #132 to the Danforth Walking Trail Parking Lot.

STORMWATER

Street sweeping was conducted in Spring and late fall of 2023 by DPW Streets Division.

Catch basins are scheduled to be cleaned once every other year due to the elimination of the use of sand for snow clearing process as recommended by Federal and State' Environmental agencies.

Our employees regularly cleaned catch basins, as required. Drainage ditches were again widened and/or cleaned as needed by the Central Mass. Mosquito Control at various locations throughout the town.

A total of 33 catch basins and/or drain manholes and drain pipe and perimeter drains were installed and/or repaired.

At 477 Main Street, a culvert was in disrepair. Our crews were able to clean out and fully repair the culvert within the departmental budget.

SEWER

The Sewer Division, under the supervision of the Chief Operator, treated and discharged 735.23 million gallons of sewage.

MAIN STOPPAGES			
2023		2024	
JULY	3	JANUARY	1
AUGUST	1	FEBRUARY	1
SEPTEMBER	3	MARCH	3
OCTOBER	0	APRIL	2
NOVEMBER	0	MAY	0
DECEMBER	0	JUNE	5
TOTAL			19

MILLION GALLONS OF RAW SEWAGE TREATED			
2023		2024	
JULY	62.88	JANUARY	78.82
AUGUST	60.89	FEBRUARY	67.14
SEPTEMBER	53.28	MARCH	86.28
OCTOBER	49.60	APRIL	76.76
NOVEMBER	39.94	MAY	55.89
DECEMBER	68.63	JUNE	35.12
TOTAL			735.23

WATER

The Water Division supplied the town with over 545,442,000 gallons of water, a 2.96% decrease from 562,086,000 million gallons in FY'23. Monthly tests were performed for coli-form, quarterly (Cranberry Bog Well) and monthly (Chestnut Street Water Treatment Facility) tests for PFC's, as well as testing for pesticides, nitrates, synthetic organic and inorganic elements. Copies of all test results are available for inspection in the Public Works Office. The 2023 Annual Drinking Water Quality Report was mailed to all residences in June of 2024 as required by DEP. This report, as well as water drought conditions, can be found on the Town's website.

Beginning in March, in preparation for street paving work, DPW personnel replaced a 6" gate valve, 13 hydrants, added 4 new hydrants to the system, investigated service line material on 54 water services and replaced 12 of those water services. The DPW repaired 13 water main leaks and 7 water services over the course of the fiscal year. In FY'23, both Cranberry Well and Kane Well were cleaned and redeveloped by F.G. Sullivan Well Drilling, at a total cost of \$34,282.

FY'23 TOTAL SOURCE WATER TREATED (GALLONS)	
Sources	2023-2024
Cranberry Well	179,393,000
Kane Well	122,342,000
Chestnut Well #1A	114,129,000
Chestnut Well #2	124,179,000
Chestnut Well #3	10,231,000
Gates Pond	59,519,000
Total:	609,713,000

PIPE WIDTH	IN FEET	PIPE WIDTH	IN FEET
20"	24	12"	99,050
18"	15,707	10"	73,095
16"	18,498	8"	212,011
14"	6,185	6"	144,230

WATER DISTRIBUTION SYSTEM			
NUMBER OF GATES	2,650	NEW REPLACED	15
TOTAL NUMBER HYDRANTS	1,011	SERVICES REPAIRED	7
HYDRANTS REPAIRED	10	WATER MAIN BREAKS REPAIRED	13
HYDRANTS REPLACED	15	METERS REPLACED	68
WATER SERVICE STUBS	4		

FY' 24 TOTAL FINISH WATER CONSUMED (GALLONS)			
MONTH	CHESTNUT WFP	GATES POND WTF	TOTAL
JUL	48,239,000	3,384,000	51,623,000
AUG	44,912,000	4,520,000	49,432,000
SEP	41,215,000	3,934,000	45,149,000
OCT	39,713,000	3,527,000	43,240,000
NOV	36,487,000	3,432,000	39,919,000
DEC	38,066,000	3,173,000	41,239,000
JAN	40,659,000	2,594,000	43,253,000
FEB	39,055,000	2,766,000	41,821,000
MAR	38,954,000	2,728,000	42,682,000
APR	40,453,000	2,824,000	43,277,000
MAY	46,137,000	2,786,000	48,923,000
JUN	52,253,000	2,633,000	54,886,000
TOTAL	507,143,000	38,301,000	545,444,000

YEARLY RAINFALL SINCE 1928

YEAR	AMOUNT	YEAR	AMOUNT	YEAR	AMOUNT	YEAR	AMOUNT	YEAR	AMOUNT	YEAR	AMOUNT
1928	48.39	1945	45.18	1962	47.48	1979	49.68	1995	42.88	2017	42.82
1929	38.92	1947	38.44	1965	34.30	1983	58.22	2000	47.93	2018	46.42
1930	30.36	1948	42.27	1966	34.30	1984	57.15	2001	33.06	2019	64.68
1931	42.36	1949	29.62	1967	46.90	1985	34.55	2002	47.47	2020	47.39
1932	42.36	1950	37.91	1968	44.42	1986	35.33	2003	48.52	2022	36.70
1933	46.88	1951	51.26	1969	47.48	1987	37.79	2004	80.04	2023	68.76
1934	45.45	1952	41.79	1970	38.87	1988	41.29	2005	47.42	2024	50.86
1935	39.63	1953	50.24	1971	40.34	1989	39.45	2006	58.83		
1936	51.09	1954	58.93	1972	61.83	1990	40.38	2007	53.29		
1937	46.20	1955	56.33	1973	49.10	1991	45.20	2008	45.26		
1938	55.42	1956	40.70	1974	45.59	1991	45.20	2009	54.59		
1939	35.78	1957	32.49	1975	47.48	1992	48.02	2010	53.77		
1940	40.73	1958	49.47	1976	35.08	1993	42.81	2011	49.79		
1941	25.81	1959	48.53	1977	48.61	1994	50.04	2012	55.73		
1942	36.08	1960	45.25	1978	41.25	1996	64.61	2013	45.51		
1943	37.43	1961	45.40	1980	33.02	1997	40.78	2014	48.70		
1944	42.71	1963	37.22	1981	40.18	1998	58.54	2015	39.19		
1946	42.94	1964	34.36	1982	54.29	1999	39.53	2016	41.81		

PARKS

The Parks Department prepared all Town fields for use prior to the fall and spring seasons. All fields were fertilized four (4) times per year. Initial marking for youth sports was done prior to the start of each season. Mowing of grass and general cleanup was undertaken at the various smaller Town Parks, traffic islands and the Rail Trail.

CEMETERY

The Cemetery Division is responsible for the maintenance of the two Town cemeteries: Forestvale and Main Street. Rules and Regulations for these cemeteries are under the jurisdiction of the Cemetery Commission. There were 73 interments during FY'24.

	JUL-SEP	OCT-DEC	JAN-MAR	APR-JUN	TOTAL
# OF BURIALS	14	24	20	15	73
TOTAL PLOTS SOLD	13	11	32	7	63
BURIAL REVENUE	\$4,300.00	\$11,650	\$10,200	\$6,350	\$32,500
LOT REVENUE	\$6,500	\$5,100	\$15,200	\$3,300	\$30,100
PERPETUAL CARE	\$3,900	\$3,300	\$9,600	\$2,100	\$18,900
DEED REVENUE	\$350	\$450	\$900	\$200	\$1,900
					\$83,400

FORESTRY

In the past year, 19 trees were removed from public property. Additional trees and brush were trimmed from the public way for greater visibility and sight distance.

SNOW

The 2023-2024 snow season was contained within the month of January 2024. The Department applied approximately 2,000 tons of salt and 9,950 gallons of Liquid Inhibitor for treating roadway. The total accumulation of snowfall from measurements taken by the Public Works employees at the Wastewater Treatment Facility was approximately 23”.

SNOW ACCUMULATION	
MONTH	SNOWFALL (INCHES)
OCTOBER	0
NOVEMBER	0
DECEMBER	0
JANUARY	23
FEBRUARY	0
MARCH	0
TOTAL	23 IN.

CURBSIDE PICKUP PROGRAM

The town elective curbside program started in February 2022. A rolling, monthly sign-up is offered to accommodate new residents and current residents who wish to move to the Town Pickup Program. In FY24, we had 183 new registrants, bringing the total number of participants to 1,472.

OTHER DEPARTMENTAL WORK

On behalf of myself and the other members of the Department, we extend our thanks to all the various Town Departments for their cooperation during the past year. I also take this opportunity to thank the members of the Public Works Department for their continued dedication to the Town and the office of the Executive Assistant, Board of Selectmen, Finance Committee, members of the ITC and other department heads for their assistance.



Director of Public Works

III MITIGATION ASSESSMENT ACCOUNT #4400-1229

The monies received and expended in this account and reported by the Director of Public Works are as follows:

BALANCE AS OF JULY 1, 2023	\$ 159,904.51
TOTAL RECEIPTS (JULY 1, 2023 – JUNE 30, 2024)	\$ 39,099.15
TOTAL EXPENDITURES (FY'24)	\$ 0.00
BALANCE AS OF JUNE 30, 2024	\$ 199,003.66

Light & Power Department

MESSAGE FROM THE BOARD

2024 brought steadfast transformation to the Hudson Light and Power Department. For the first time in over fifty years, the Department has interconnected an additional transmission line to provide enhanced reliability and increased supply capability; a significant milestone to support our local and regional electric grid transformation efforts. This new transmission line comes as a benefit to the Department and the communities that we serve at crucial time in meeting the ever-growing demand for the already reliable, affordable and clean electric energy supplied by Hudson Light and Power; steadfast principles that this governing Board has always honored and strived to maintain; principles championed by our recently retired General Manager, Brian Choquette; principles the newly appointed General Manager, Justin Connell will maintain and prioritize with the passing of the torch.

The additional transmission line is a part of the Sudbury to Hudson Transmission Reliability Project, which marks the completion of a broader effort identified by ISO New England, the regional grid operator, as a part of the Greater Boston and New Hampshire Solution to strengthen the resiliency of the region's electric transmission system against extreme weather and improve reliability for customers. The Sudbury to Hudson line was the final project completed that was identified and has been under development for nearly twenty years as part of a broader regional collection of projects and was selected as a preferred solution to enhance regional electric reliability, increase the capacity of the system and provide more grid flexibility during emergency events. This is a backbone project that will provide decades of additional reliability and capacity to support the Department today, and well into the future.

The additional reliability from the Department's investment in infrastructure comes at a pivotal time as our commitment to environmental sustainability remains steadfast and unwavering with our incentive programs flourishing in both traditional energy efficiency activities and electrification efforts including our support of heat pumps, electric vehicles, and other technologies in an effort to reduce our overall environmental impact while keeping more money in the pockets of our customers. Hudson Light and Power customer's benefit from a power supply portfolio that for 2024 was over 87% greenhouse gas emissions free, predominantly including resources such as Nuclear, Solar and Hydro Electricity; meaning that as more energy use is converted to electric, customers of Hudson Light and Power can see an immediate benefit.

As we continue to make important investments in the Department's infrastructure and energy efficiency and electrification programs, all while delivering clean, reliable electricity, the Department maintains amongst the lowest electric rates in the Commonwealth. The Department remains steadfast in prioritizing affordability and has demonstrated that commitment with the actions of this Board and the many Boards that have come before us. Hudson Light and Power has made and will always continue to make long term strategic commitments and investments in clean, affordable and reliable sources of energy. We remain steadfast in our efforts to support the Department and their efforts to improve each and every day, to make sure that our customers are receiving the service they deserve. We want to extend a heartfelt thank you to our recently retired General Manager, Brian Choquette for his service, leadership and commitment to excellence, and wish him a wonderful and fulfilling retirement.

Justin Provencher
Chairman

Tom Green
Clerk

Joe Fiorello
Member

GENERAL MANAGER'S REPORT

In 2020, the Department's auditors, in accordance with General Accounting Standards Board (GASB) regulations, required that the Rate Stabilization Trust and Employee Retirement Trust be shown on the Department's financial statements (in prior years, these were provided as separate financial statements) along with the Depreciation Fund and the Other Post Employment Trust. The Department's balance sheet has been updated to include these funds. The challenge with bringing these funds onto the balance sheet is that changes in the fund balances must flow through the Revenue & Expense report, commonly known as the Profit & Loss statement (P&L). Since the Trusts are composed of investments, realized or unrealized gains or losses in the market must be reflected in the P&L. The Department has approximately \$57 million (of market value) in investments earmarked for future liabilities and capital expenditures. An investment gain (or loss) of only 5% could result in the Department reporting a \$2.9 million profit (or loss) based solely on market fluctuations. These market fluctuations could mask the actual financial operations of the Department. The Department's typical annual budget plans for a 1% to 2% operating profit margin which is about \$250,000 to \$500,000. One must be careful when analyzing the financial health of the Department by looking at profits; net profits (or losses) will be affected by all market investment returns.

The total net profit for the Department in 2024 was about \$5.3 million of which approximately \$3.3 million was attributable to investment returns in the market. About \$271,000 of profit was attributable to hotter than expected weather during the summer period resulting in incremental retail electric sales.

In 2024, the Department continued to make progress on the new Sudbury-Hudson Transmission Line and Forest Avenue Substation upgrade Project. The new transmission line was placed into service during December of 2024 and the project in total is expected to be completed this summer. Project expenditures during 2024 were \$2.8mm, while cumulatively about \$6mm of the total expected costs of \$8.3mm had been expended.

HLPD Continued to make investments in business continuity including the installation of an emergency generator at the Forest Avenue office building as well as other information technology and related corporate networks that support critical business functions.

The Department continued to support energy efficiency and renewable energy through its Residential Conservation program and its Renewable Energy and Energy Conservation Incentive Program. Throughout 2024, the Department spent about \$312,624 on its rebate programs.

Based on third party reporting throughout the year, the Department and its customers enjoyed the lowest electric rates in the ISO New England territory for the 2024 calendar year.

In accordance with Chapter 164, Section 57 of the Massachusetts General Laws, attached are the estimated income and estimated receipts and expenditures from the sales of electricity:

Estimated Income from Sales of Electricity - 2025

From Sales to Municipal Customers	\$	1,463,582
From Sales to Domestic Customers		13,884,592
From Sales to Commercial Customers		4,106,087
From Sales to Power Customers		7,520,196
From Street Lights: Stow and Other Communities		2,900
Hudson		55,700
Total Income	\$	27,033,057

Estimated Expenditures - 2025

Production, Generation, Purchased Power*	\$	18,985,053
Distribution and Transmission		2,925,135
General		3,790,270
Depreciation		1,152,000
Total Expenditures	\$	26,852,458

The estimated cost of electricity to be used by the Town of Hudson
for all purposes for the year ending June 30, 2025 is: \$ 1,140,000

**In addition to Production, Generation and Purchased
Power Costs, are transfers from the Rate Stabilization Fund.*

The Financial Statistics of the Hudson Light and Power Department are shown in the following pages.

Brian Choquette, General Manager

DEFINITIONS

Accrual Basis of Accounting: revenue is recognized when it is realized and expenses are recognized when incurred, without regard to the time of receipt of payment. The focus of accrual accounting is on the realization of revenue, the incurrence of costs, and the matching of revenue with costs incurred. This "matching" concept requires that the cost incurred to create revenues be accounted for at the same time. Consequently, if revenue is accounted for during a period, the "matching" costs must be accounted for even if it requires an estimation of these costs. Hudson Light and Power Department utilizes Accrual Basis of Accounting.

Audited Financial Statements: The current year financial statements shown in this report are unaudited. Prior year financial statements have been updated using the most recent audit findings.

Balance Sheet: A Balance Sheet is a concise statement of the assets, liabilities and equity of a business as of a given date.

Assets: Anything owned that has monetary or utility value is an Asset. Assets are divided into Plant or Property Assets, Current Assets, Deferred Assets or Other Assets. Property Assets are buildings, generation equipment, transmission equipment, distribution equipment, etc. in use. Construction Work In Progress is Plant under Construction which has not been completed as of the date of the statement. Current Assets are cash, receivables, inventories of generation fuel, gasoline, lube oil, poles, etc., prepayments, unbilled utility revenues and other miscellaneous assets. Deferred Assets represent expenditures for preliminary surveys, plans, and investigations made for the purpose of determining the feasibility of utility projects under consideration. Liabilities: Liabilities consist of debts outstanding (unpaid bills) and in the process of accruing. They are usually classified as to Current Liabilities, Deferred Liabilities, or Long-Term Debt.

Current Liabilities are Short-Term Liabilities. They generally consist of obligations which are to be liquidated within a year from the balance sheet date and include amounts accrued to date or those liabilities which accumulate from day to day. The most common Current Liabilities are accounts payable (bills owed as of a specific date), accrued salaries and wages, accrued interest, etc.

Deferred Liabilities: Advance billings for services rendered, etc.

Long-Term Debt: Debts incurred through borrowing such as bonds and notes or other financial obligations which are payable over a long period of time.

Equity: The amounts paid on loans over the Department's existence, moneys invested by the Town in the Department, and the earnings retained in the Department as represented by property.

Income Statement: An Income Statement is a report in summary form of the revenue earned by a particular business during a specified period, together with the related costs and expenses and the losses for that same period and the resulting net income (or net loss).

COMPARATIVE BALANCE SHEET
ASSETS

	2024	2023	Increase (Decrease)
Electric Utility Plant (Net)...			
Intangible Plant	\$ 4,382.39	\$ 4,382.39	\$ -
Production Plant in Service	1,365,062.83	1,384,258.38	(19,195.55)
Nuclear Fuel	53,553.03	11,312.20	42,240.83
Transmission Plant in Service	6,509,668.64	664,798.70	5,844,869.94
Distribution Plant in Service	14,208,522.31	13,461,817.05	746,705.26
General Plant in Service	1,672,315.34	1,530,204.28	142,111.06
Construction Work In Progress	411,009.82	3,170,697.56	(2,759,687.74)
Total Utility Plant In Service	\$ 24,224,514.36	\$ 20,227,470.56	\$ 3,997,043.80
Other Property & Investments...			
Investments in Assoc. Companies	\$ 53,580.92	\$ 53,580.92	\$ -
Other Investments	-	-	-
Total Other Property & Investments...	\$ 53,580.92	\$ 53,580.92	\$ -
Cash Assets...			
Operation Cash	\$ 5,063,658.91	\$ 6,143,925.95	\$ (1,080,267.04)
Depreciation Fund Investment	8,659,777.74	9,952,099.93	(1,292,322.19)
Insurance Escrow Reserve	78,429.04	77,077.14	1,351.90
Rate Stabilization Trust Fund	11,235,429.04	7,714,259.86	3,521,169.18
Petty Cash	500.00	500.00	-
Deposit Interest Account	-	-	-
Customer Deposits Account	1,651,136.30	1,651,624.37	(488.07)
Total Cash Balances	\$ 26,688,931.03	\$ 25,539,487.25	\$ 1,149,443.78
Other Current and Accrued Assets...			
Customer Account Receivables	\$ 2,299,815.07	\$ 2,230,569.25	\$ 69,245.82
Other Accounts Receivables	123,790.95	35,136.89	88,654.06
Material and Supplies	1,291,000.87	1,215,157.79	75,843.08
Prepayments	1,419,120.09	1,313,653.78	105,466.31
Prepaid Pension	-	-	-
Retirement Trust Fund	33,814,949.38	32,666,214.49	1,148,734.89
Int & Div Receivable - Depreciation	27,774.56	34,669.01	(6,894.45)
Int & Div Receivable - Retirement	89,957.44	101,690.02	(11,732.58)
Misc. Current & Accrued Assets	-	-	-
Total Other Current & Accrued Assets	\$ 39,066,408.36	\$ 37,597,091.23	\$ 1,469,317.13
Deferred Assets...			
Preliminary Survey Charges	\$ -	\$ -	\$ -
Deferred Outflow Pension	1,450,787.00	2,063,645.70	(612,858.70)
Deferred Outflow OPEB	604,689.00	642,456.00	(37,767.00)
Total Deferred Assets	\$ 2,055,476.00	\$ 2,706,101.70	\$ (650,625.70)
Total Assets	\$ 92,088,910.67	\$ 86,123,731.66	\$ 5,965,179.01

EQUITY AND LIABILITIES

	2024	2023	Increase (Decrease)
Equity...			
Loans Repayment	\$ 1,925,000.00	\$ 1,925,000.00	\$ -
Invested by Town	20,093.39	20,093.39	-
Retained Earnings	<u>52,734,285.36</u>	<u>47,417,619.67</u>	<u>5,316,665.69</u>
Total	\$ 54,679,378.75	\$ 49,362,713.06	\$ 5,316,665.69
Current & Accrued Liabilities...			
Accounts Payable	\$ 1,676,502.70	\$ 1,241,227.73	\$ 435,274.97
Customer Deposits	1,454,391.45	1,431,091.45	23,300.00
Customer Deposits-Interest	(7,200.05)	35,832.81	(43,032.86)
Tax Collections Payable			-
Old Stow Rd Solar Collateral	250,000.00	250,000.00	-
Accrued OPEB Liability	(1,552,507.00)	122,976.00	(1,675,483.00)
Accrued REECIP Liability	430,886.98	415,575.26	15,311.72
Accrued RCS Liability	94,656.81	28,582.61	66,074.20
Misc. Current & Accrued Liabilities	418,941.04	517,751.46	(98,810.42)
Rate Stabilization Reserve	11,235,429.04	7,714,259.86	3,521,169.18
Net Pension Liability	14,806,973.00	17,012,652.00	(2,205,679.00)
Deferred Pension Inflow	2,149,925.60	1,168,174.00	981,751.60
Deferred OPEB Inflow	1,889,815.00	720,460.00	1,169,355.00
Customer Advances for Construction	477,380.27	597,450.96	(120,070.69)
Total Current & Accrued Liabilities	\$ 33,325,194.84	\$ 31,256,034.14	\$ 2,069,160.70
Deferred Credits...			
Misc. Deferred Credits	\$ -	\$ -	\$ -
Deferred Credit-Power Adj Charge	<u>1,444,630.19</u>	<u>3,104,104.51</u>	<u>(1,659,474.32)</u>
Total Deferred Credits	\$ 1,444,630.19	\$ 3,104,104.51	\$ (1,659,474.32)
Contributions in aid of Construction...			
Total Contributions in aid of Construction...	\$ 2,639,706.89	\$ 2,400,879.95	\$ 238,826.94
Total Equity & Liabilities	\$ 92,088,910.67	\$ 86,123,731.66	\$ 5,965,179.01

STATEMENT OF EQUITY

Retained Earnings on January 1, 2024	\$ 47,426,893.51
Net Income or (Loss)	5,597,986.47
Miscellaneous Credits to Retained Earnings	
Total	\$ 53,024,879.98
Appropriation of Retained Earnings Returned to Towns	\$ 290,594.62
Miscellaneous Debits to Retained Earnings	
Total	\$ 290,594.62
Total Retained Earnings on December 31, 2024	\$ 52,734,285.36

Comparative Income Statement

Operating Statement

	2024	2023	Increase (Decrease)
Operating Revenue	\$ 27,768,386.36	\$ 25,882,701.55	\$ 1,885,684.81
Operating Expense...			
Production	\$ 632,645.20	\$ 786,343.73	\$ (153,698.53)
Purchased Power Expense	11,745,955.33	11,603,291.24	142,664.09
Transmission Expenses	7,291,756.51	5,605,373.64	1,686,382.87
Distribution Expenses	1,718,283.90	1,826,364.64	(108,080.74)
General Expenses	3,277,072.70	3,940,091.52	(663,018.82)
Depreciation	1,147,412.00	1,127,307.87	20,104.13
Taxes	21,372.22	18,300.46	3,071.76
Total Operating Expenses	\$ 25,834,497.86	\$ 24,907,073.10	\$ 927,424.76
Net Operating Revenues	\$ 1,933,888.50	\$ 975,628.45	\$ 958,260.05
Other Income...			
Income From Contract Work	\$ -	\$ -	\$ -
Interest & Dividend Income	351,212.42	293,091.81	58,120.61
Misc. Nonoperating Income	3,338,535.30	1,414,810.76	1,923,724.54
Total Other Income	\$ 3,689,747.72	\$ 1,707,902.57	\$ 1,981,845.15
Miscellaneous Income Deductions...			
Other Income Deductions	\$ 953.60	\$ -	\$ 953.60
Total Income Deductions	\$ 953.60	\$ -	\$ 953.60
Inc. Before Interest Charges	\$ 5,622,682.62	\$ 2,683,531.02	\$ 2,939,151.60
Interest Charges...			
Other Interest Expense	\$ 24,696.15	\$ 40,658.33	\$ (15,962.18)
Total Interest Charges	\$ 24,696.15	\$ 40,658.33	\$ (15,962.18)
Net Income Before	\$ 5,597,986.47	\$ 2,642,872.69	\$ 2,955,113.78
Return to Towns			
Less Return to Towns	290,594.62	290,298.19	296.43
Net Income (Loss)	\$ 5,307,391.85	\$ 2,352,574.50	\$ 2,954,817.35

Operating Revenue

January 1, 2024 to December 31, 2024

Sales to Residential Consumers	\$ 6,824,308.47
Sales to Commercial Consumers	2,091,342.63
Sales to Power Consumers	3,964,907.61
Private Property Lighting Sales	62,272.28
Municipal Sales...	
Hudson Street Lights	59,990.62
Hudson Municipal Buildings	132,750.94
Hudson Municipal Power	382,551.01
Stow & Berlin Street Lights	2,808.85
Stow, Maynard & Other Municipal Service	335,773.11
Total Revenue from Sales of Electricity	\$ 13,856,705.52
Power Adjustment Charges...	
Residential Sales	\$ 6,505,899.72
Commercial Sales	1,781,945.90
Power Sales	4,448,466.70
Private Property Lighting	19,967.81
Municipal Power Adjustment Charges...	
Municipal Power Hudson	384,175.90
Municipal Commercial Hudson	117,744.70
Municipal Power Stow et al	345,420.37
Municipal Commercial Stow et al	20,414.72
Miscellaneous Electric Sales	-
Total Power Adjustment Charges	\$ 13,624,035.82
Total Revenue From Sale of Electricity	\$ 27,480,741.34
Other Income...	
Other Electric Revenues (RCS, etc.)	\$ 287,645.02
Total Income	\$ 27,768,386.36

Expenses

January 1, 2024 to December 31, 2024

Production

Nuclear Power Generation

Operation Supervision	\$ 25,256.33
Fuel	33,914.47
Coolants and Water	3,859.96
Steam Expenses	1,603.32
Electric Expenses	-
Miscellaneous Nuclear Power Expenses	34,841.16
Maintenance Supervision	(20,506.41)
Maintenance of Structures	1,834.42
Maintenance of Reactor Plant Equipment	24,835.85
Maintenance of Electric Plant	2,583.22
Maintenance of Miscellaneous Nuclear Power	46,903.08

Total Nuclear Power Production Expenses	\$	155,125.40
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Other Power Generation...

Operation Supervision	\$ 76,022.89
Fuel Oil	23,887.91
Fuel Natural Gas	1,933.70
Generation Expense	112,282.13
Generation Expense-Lube	4,884.24
Miscellaneous Other Power Generation Expenses	99,132.88
Maintenance Supervision	41,484.16
Maintenance of Structures	30,027.04
Maintenance of Generation and Electric Plant	73,045.97
Maintenance of Miscellaneous Generation Plant	14,818.88

Total Other Production Expenses	\$	477,519.80
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Purchased Power Expenses...

Purchased Power-Entitlement	\$ 7,533,200.65
Purchased Power-ISO	3,672,061.71
Purchase Power - Rate Stabilization Fund	521,169.18
System Control and Load Dispersion	-
Other Expenses Purchase Power	19,523.79

Total Purchased Power	\$	11,745,955.33
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Distribution Expenses...

Operation Supervision and Engineering	\$ 183,229.58
Station Expenses	17,333.96
Overhead Line Expenses	19,746.74
Underground Line Expenses	4,712.90
Street Lighting & Signal Expenses	25,912.56
Meter Expenses	75,750.67

Expenses (continued)

Distribution Expenses (cont.) ...	
Customer Installation Expense	\$ 139,268.07
Miscellaneous Distribution Expenses	144,387.38
Rents	-
Maintenance of Supervision and Engineering	137,791.76
Maintenance of Station Equipment	55,567.68
Maintenance of Overhead Lines	839,544.68
Maintenance of Underground Line	60,735.40
Maintenance of Line Transformer	6,739.45
Maintenance of Street Lighting	851.03
Maintenance of Meters	4,640.50
Maintenance of Miscellaneous Distribution Plant	2,071.54
Total Distribution Expenses	\$ 1,718,283.90
Transmission Expense	\$ 7,291,756.51
General...	
Supervision	\$ 22,887.01
Meter Reader Expenses	18,827.68
Customer Records and Collection Expenses	377,490.52
Advertising Expense	1,018.44
Miscellaneous Sales Expense (RCS)	-
Administrative and General Salaries	353,131.37
Office Supplies and Expenses	33,763.10
Administrative Expenses Transferred	-
Outside Services Employed	159,362.66
Property Insurance	148,440.00
Injuries and Damages	166,359.36
Employee Pension and Benefits	1,538,180.08
Regulatory Commission Expenses	-
General Advertising Expense	5,038.26
Miscellaneous General Expenses	58,187.48
Maintenance of General Plant	278,429.83
Transportation Expenses	115,956.91
Depreciation Expense	1,147,412.00
Total General and Depreciation Expenses	\$ 4,424,484.70
Real Estate and Other Taxes	\$ 21,372.22
Total Operation Expenses	\$ 25,834,497.86

Footnotes to Financial Statements

The Hudson Light and Power Department's accounting policies are in conformity with generally accepted accounting principles and conform to the uniform system of accounts prescribed for Public Utilities by the Federal Energy Regulatory Commission as modified by the Massachusetts Department of Public Utilities for municipal owned lighting plants.

Revenues are computed based on monthly billings to customers. Unbilled revenues from the sale of energy are not accrued as of the end of the calendar year. Miscellaneous electric sales adjustment is for over-billed or underbilled power adjustment charges.

Electric Utility Plant Assets are stated at net cost. The provision for depreciation is determined by the straightline method based on a 3% annual depreciation rate. The cost of maintenance and repairs is expensed as incurred; renewals, replacements and betterments are capitalized.

Preliminary Survey Charges (Deferred Assets) incurred for proposed projects through MMWEC are deferred pending bonding of the proposed facility. Funds relating to MMWEC projects are refunded to the Department after bonding. Charges relating to projects, which are undertaken by the Department, are transferred to Construction Work in Progress and eventually to Utility Plant upon completion. Projects abandoned by MMWEC or the Department are charged to expense.

Projects started but not completed are charged to **Construction Work in Progress**. Any project abandoned is charged directly to retained earnings.

Investments of the Depreciation Fund are in Certificates of Deposit and U.S. Government and Agency Securities as prescribed by law. Further, interest earned on these funds can only be used in the same manner as depreciation funds as prescribed by the Massachusetts General Laws.

Inventories: Cost of materials, supplies and fuel are valued at average cost.

Segregated Funds: The Depreciation Fund is restricted to additions and replacements of plant, property and equipment under the General Laws of the Commonwealth of Massachusetts and regulations of State agencies.

Pensions: The Department's employees are members of the Middlesex County Retirement System. The Municipal Light Board has established the Hudson Municipal Light Department Employee's Retirement Trust Fund to reimburse the Town of Hudson for retirement costs of its employees. This fund is maintained by the transfer of funds from the Department to the Trust based on actuarial studies performed by a professional actuarial consultant. An amount equal to \$1,540,300.64 was transferred from the Trust Fund as payments to the Town.

Other Post-Employment Benefits Trust: The Municipal Light Board has established this Trust Fund to directly reimburse the Town of Hudson for retirement costs, other than pensions, attributable to Light Department retirees. On the basis of actuarial studies, sufficient funds will continue to be set aside to meet the future retirement obligations of the Town for persons currently employed by the Municipal Light Department.

Rate Stabilization Trust: The Municipal Light Board has established this Trust to fund municipal power supply costs, so as to stabilize power supply costs and other presently ascertainable obligations, in order to remain competitive within the electric industry and for other power-related issues which the Trustees designate by vote.

Commitments and Contingencies: The Hudson Light and Power Department has purchase contracts with the following sponsor companies and receives kilowatt-hour amounts from the entitlements listed:

	Yearly Cost \$	Energy kWh
PASNY- Niagara River	\$ 231,175.16	11,704,764
MMWEC - Nuclear Mix #1	37,908.19	6,044,964
MMWEC - Millstone #3	33,233.30	5,170,887
MMWEC - Seabrook #4	82,745.71	17,735,149
MMWEC - Seabrook #5	9,216.00	1,975,298
MMWEC - Seabrook #6	626,586.36	134,298,211
Taunton - Cleary #9	169,675.60	6,031,366
FPL / NEXTERA	801,040.00	10,880,000
Southern Sky Solar Energy	269,302.60	5,386,052
Stow Solar (Syncarpha) LLC	131,460.11	1,699,989
Solar - Local Customers	67,738.03	954,057
	<u>\$ 2,460,081.06</u>	<u>201,880,736</u>
ISO-NE	<u>\$ 3,672,061.71</u>	<u>14,364,680</u>
Total	<u>\$ 6,132,142.77</u>	<u>216,245,416</u>

Hudson obtains 962.7 kW of Seabrook Unit #1 on a direct ownership basis, for which the Department uses 100% equity financing. Hudson's ownership share of Seabrook Unit #1 is 0.07737%. On June 30, 1990, Seabrook was declared operational. Under the Joint Ownership Agreement, the joint owners are obligated to pay their pro rata share of Seabrook's operating cost. In addition, should any other joint owner fail to make any payment, the other owners may be required to increase their payments and correspondingly their equivalent percentage ownership of Seabrook capacity. Hudson is one of three, minority non-operating owners of Seabrook Station.

MASSACHUSETTS MUNICIPAL WHOLESALE ELECTRIC COMPANY
Suggested Note to Participant Financial Statements
December 31, 2024

Town [City] of Hudson acting through its Light Department is a Participant in certain Projects of the Massachusetts Municipal Wholesale Electric Company (MMWEC).

MMWEC is a public corporation and a political subdivision of the Commonwealth of Massachusetts, created as a means to develop a bulk power supply for its Members and other utilities. MMWEC is authorized to construct, own or purchase ownership interests in, and to issue revenue bonds to finance, electric facilities (Projects). MMWEC has acquired ownership interests in electric facilities operated by other entities and also owns and operates its own electric facilities. MMWEC operates the Stony Brook Intermediate Project and the Stony Brook Peaking Project, both fossil-fueled power plants. MMWEC has the Nuclear Mix No 1 Project, Nuclear Project Three, Nuclear Project Four, Nuclear Project Five and Project Six, which comprise an 11.6% ownership interest in the Seabrook Station nuclear generating unit operated by NextEra Energy Seabrook, LLC and a 4.8% ownership interest in the Millstone Unit 3 nuclear unit, operated by Dominion Nuclear Connecticut, Inc. The operating license for Seabrook Station extends to March 15, 2050. The operating license for the Millstone Unit 3 nuclear unit extends to November 25, 2045.

MMWEC sells all of the capability (Project Capability) of each of its Projects to its Members and other utilities (Project Participants) under Power Sales Agreements (PSAs). The Light Department has entered into PSAs with MMWEC. Under the PSAs the Department is required to make certain payments to MMWEC payable solely from Municipal Light Department revenues. Among other things, the PSAs require each Project Participant to pay its pro rata share of MMWEC's costs related to the Project, which costs include debt service on the revenue bonds issued by MMWEC to finance the Project. In addition, should a Project Participant fail to make any payment when due, other Project Participants of that Project may be required to increase (step-up) their payments and correspondingly their Participant's share of that Project's Project Capability. Project Participants have covenanted to fix, revise and collect rates at least sufficient to meet their obligations under the PSAs. Each Participant is unconditionally obligated to make payments due to MMWEC whether or not the Project(s) is completed or operating and notwithstanding the suspension or interruption of the output of the Project(s).

Pursuant to the PSAs, the MMWEC Project Participants are liable for their proportionate share of the costs associated with decommissioning the plants, which are funded through monthly Project billings, as needed. Also, the Millstone and Seabrook Project Participants are liable for their proportionate share of the uninsured costs of a nuclear incident that might be imposed under the Price-Anderson Act (Act). Originally enacted in 1957, the Act has been renewed several times. In July 2005, as part of the Energy Policy Act of 2005, Congress extended the Act until the end of 2025.

MMWEC is involved in various legal actions. In the opinion of management, the outcome of such litigation or claims will not have a material adverse effect on the financial position of the company.

The total capital expenditures and annual capacity, fuel and transmission costs (which include debt service and decommissioning expenses as discussed above), and amount of required debt service payments (if applicable) under the PSAs associated with the Department's Project Capability of the Projects in which it participates for the years ended December 31, 2024 and 2023, respectively are listed in the table(s) below.

HUDSON LIGHT AND POWER DEPARTMENT				
PROJECTS	PERCENTAGE SHARE	YEARS ENDED		
		TOTAL CAPITAL EXPENDITURES	CAPACITY, FUEL, TRANSMISSION & CAPITAL COST COMPONENT BILLED	CAPACITY, FUEL, TRANSMISSION & CAPITAL COST COMPONENT BILLED
		2024	2024	2023
Stony Brook Peaking Project	0.0000%	-	-	-
Stony Brook Intermediate Project	0.0000%	-	-	-
Nuclear Mix No. 1-Seabrook	3.3984%	357,512	17,771	16,437
Nuclear Mix No. 1-Millstone	3.3984%	2,212,349	234,538	194,447
Nuclear Project No. 3-Millstone	1.5997%	2,513,579	219,233	181,541
Nuclear Project No. 4-Seabrook	4.2300%	13,126,852	581,054	537,371
Nuclear Project No. 5-Seabrook	1.8613%	1,561,080	66,057	61,209
Project No. 6-Seabrook	23.1278%	132,268,584	4,413,909	4,082,042
		<u>\$ 152,039,956</u>	<u>\$ 5,532,561</u>	<u>\$ 5,073,048</u>

Statement of Changes in Financial Position

January 1, 2024 to December 31, 2024

Funds were provided from . . .

Operations . . .

Net Income	\$ 5,622,682.62
Miscellaneous Credits to Surplus	-
Return of Investment	-

Total Funds Provided	\$ 5,622,682.62
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Funds were used for . . .

Increase (Decrease) to Utility Plant	\$ 3,997,043.80
Miscellaneous Debits to Surplus	(659,899.54)
Return to Town of Hudson	225,000.00
Return to Town of Stow	65,594.62
Other Interest Expense	24,696.15

Total	\$ 3,652,435.03
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Increase (Decrease) in Working Capital	\$ 1,970,247.59
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Increase (Decrease) in Working Capital Represented by . . .

Cash	\$ 1,149,443.78
Receivables	157,899.88
Materials and Supplies	75,843.08
Pension Trust Fund	1,148,734.89
Prepayments	105,466.31
Interest Receivable	(18,627.03)
Accrued Utility Revenues	-
Miscellaneous Deferred Debits	1,540,718.07
Miscellaneous Accrued Liabilities	(1,753,956.42)
Accounts Payable	(435,274.97)
Injury Reserve	-
Taxes Payable	-

Total	\$ 1,970,247.59
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Revenue from Sale of Electricity

January 1, 2024 to December 31, 2024

	HUDSON		STOW		OTHER		TOTAL
Res. Service "A"	\$	3,680,191.28	\$	1,379,690.72	\$	90,800.75	\$ 5,150,682.75
Res. Wtr. Heater "E"		421,500.63		480,367.20		26,309.37	928,177.20
All Elec. Service "F"		540,081.39		199,294.74		6,072.39	745,448.52
Com. Htg. & Air Cond.		-		-		-	-
Com. Service "C"		1,691,594.80		388,809.28		10,938.55	2,091,342.63
Large Power "D"		3,514,481.07		450,426.54		-	3,964,907.61
Municipal All Elec.		-		-		-	-
Municipal Service "C"		132,750.94		24,280.93		1,997.59	159,029.46
Municipal Power "D"		382,551.01		309,494.59		-	692,045.60
Street Lighting		59,655.44		3,100.40		43.63	62,799.47
Yard Lighting		56,624.48		5,319.48		328.32	62,272.28
Power Adjustment Charges...							
Res. Service "A"	\$	3,643,837.86		1,387,372.60		91,972.10	5,123,182.56
Res. Wtr. Heater "E"		501,370.57		589,213.44		32,032.56	1,122,616.57
All Elec. Service "F"		655,618.87		248,542.29		7,432.17	911,593.33
Com. Htg. & Air Cond.		-		-		-	-
Com. Service "C"		1,586,565.67		359,417.41		7,592.56	1,953,575.64
Large Power "D"		4,306,541.28		570,385.62		-	4,876,926.90
Municipal All Elec.		-		-		-	-
Municipal Service "C"		129,085.41		21,691.06		689.91	151,466.38
Municipal Power "D"		424,619.19		378,690.01		-	803,309.20
Street Lighting		-		-		-	-
Yard Lighting		19,907.73		1,843.31		139.88	21,890.92
Total Rev. Each Zone	\$	21,746,977.62	\$	6,797,939.62	\$	276,349.78	\$ 28,821,267.02
 Misc. Electric Sales							
						\$	(1,340,525.68)
Total Revenue from Sale of Electricity							<u><u>\$ 27,480,741.34</u></u>

Res. Service "A"	\$	10,273,865.31
Res. Service "E" Wtr Htr		2,050,793.77
All Elec. Service "F"		1,657,041.85
Com. Htr. & Air. Cond		-
Com. Service "C"		4,044,918.27
Large Power "D"		8,841,834.51
Municipal All Elec.		-
Municipal Service "C"		310,495.84
Municipal Power "D"		1,495,354.80
Street Lighting		62,799.47
Yard Lighting		84,163.20
Total	\$	<u><u>28,821,267.02</u></u>

STATISTICS
KILOWATT-HOURS GENERATED, PURCHASED, SOLD and USED

January 1, 2024 to December 31, 2024

Kilowatt-hours Generated	7,703,052
Kilowatt-hours Purchased	216,400,796
Total Generated & Purchased	224,103,848

	HUDSON	STOW	OTHER AREAS
Kilowatt-hours Sold...			
Residence Service "A"	53,173,980	20,244,791	1,339,984
Residence Service "E" (wtr htr)	7,317,073	8,598,294	467,489
All Electric Service "F"	9,568,230	3,626,529	108,467
Htg. and Air Cond. for Business			
Commercial Service "C"	22,345,902	5,062,190	106,935
Large Power "D"	60,655,509	8,033,600	0
Departmental Usage	222,286		
Municipal All Electric			
Municipal Service "C"	5,980,551	1,194,950	4,138,712
Municipal Power "D"	1,818,100	305,506	9,716
Street Lighting	477,969	24,844	350
Yard Lighting	280,376	25,959	1,970
Total Kilowatt-hours Each Zone	161,839,977	47,116,663	6,173,623
 Total Kilowatt-hours distributed			215,130,263
Kilowatt-hours sold for resale			0
Kilowatt-hours used at Station and misc.			2,193,422
Kilowatt-hours lost in Distribution Lines			6,780,164
Total			224,103,849
 Percent lost in station		0.9788%	
Percent lost in Distribution Lines		3.0255%	

Five-Year Comparative Electric Sales Data

	2024	2023	2022	2021	2020
Customer Count...					
Residential	11415	11409	11397	11403	11411
Commercial	1611	1561	1518	1493	1486
Industrial	142	140	139	139	137
Municipal	128	128	129	132	132
Others	163	163	163	165	166
Total*	13459	13401	13346	13332	13332
Kilowatt-hour Sales...					
Residential	104,444,838	101,717,569	105,020,314	104,280,760	107,575,164
Commercial	27,515,026	26,525,204	27,708,112	27,017,343	25,616,544
Industrial	68,689,109	71,407,146	73,583,093	72,793,699	73,852,762
Municipal	13,950,698	13,704,630	13,972,163	14,039,450	12,872,562
Other	308,305	307,042	341,358	355,571	376,914
Total **	214,907,977	213,661,591	220,625,040	218,486,823	220,293,946
Revenues Billed...					
Residential	\$ 13,981,700.93	\$ 13,618,003.59	\$ 12,928,270.83	\$ 12,441,673.92	\$ 12,418,042.11
Commercial	4,044,918.27	3,896,400.03	3,745,241.36	3,527,465.73	3,264,738.53
Industrial	8,841,834.51	9,126,072.31	8,608,569.72	8,222,599.99	8,111,973.17
Municipal	1,868,650.11	1,844,322.47	1,722,451.83	1,646,724.37	1,486,875.99
Other	84,163.20	83,669.43	88,415.72	89,421.41	93,285.34
Total ***	\$ 28,821,267.02	\$ 28,568,467.83	\$ 27,092,949.46	\$ 25,927,885.42	\$ 23,895,075.75

**Number of customers was based on annual average.*

*** Does not include Hudson Light & Power Department usage.*

****Does not reflect accounting adjustments for power charges shown as misc electric sales.*

Consumers Statistics

December 31, 2024

Hudson

Hudson Residential Consumers	8,420
Hudson Commercial Consumers	1,244
Hudson Power Consumers	125
Hudson Municipal Consumers	102

Total Hudson Consumers	9,891
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Stow and Maynard

Stow Residential Consumers	2,845
Stow Commercial Consumers	359
Stow Power Consumers	17
Stow and Maynard Municipal Consumers	20

Total Stow and Maynard Consumers	3,241
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Boxboro, Bolton, Berlin, Marlboro, etc.

Boxboro, Bolton, Berlin, Marlboro, Etc. Residential Consumers	183
Boxboro, Bolton, Berlin, Marlboro, Etc. Commercial Consumers	32
Boxboro, Bolton, Berlin, Marlboro, Etc. Municipal Consumers	6

Total Boxboro, Bolton, Berlin, Marlboro, Etc. Consumers	221
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Total Consumers on the System *	13,353
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** Does not include street & yard lighting.*

***Hudson Light and Power Department
Rate Stabilization Trust Fund***

The purpose of this Fund is to fund future power supply costs so as to stabilize power supply costs and other presently ascertainable obligations, in order to remain competitive within the electric industry and for other power supply-related issues which the Trustees designate by vote.

Note: Figures below do not reflect Unrealized Gains or Losses.

Balance of the Rate Stabilization Fund as of January 1, 2024	\$ 6,982,062.83
Interest, Dividends and Principal Received	246,780.78
Transfers from Operations Cash	3,000,000.00
Gain on Sales	0.67
Total Additions to the Fund	<u>\$ 3,246,781.45</u>
Service Charges	11,851.78
Foreign tax paid	15.18
Total Reductions to the Fund	<u>\$ 11,866.96</u>

Balance of the Rate Stabilization Fund as of December 31, 2024	<u>\$10,216,977.32</u>
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FIXED INVESTMENTS	COST BASIS	EQUITY INVESTMENTS	COST BASIS
AVIDIA BANK MMKT	\$ 3,036,181.39	(ABT) ABBOTT LABS	\$ 52,854.27
COMMONWEALTH MMKT	1,762,736.30	(MO) ALTRIA GROUP, INC.	71,150.49
ALTRIA GROUP INC NOTE	301,520.96	(AIG) AMERICAN INT'L GROUP INC.	98,899.93
VERIZON COMMUNICATIONS	300,225.10	(BAC) BANK OF AMERICA CORPOR.	63,536.28
MERCK & CO INC NOTE	147,645.00	(BMY) BRISTOL MYERS SQUIBB CO	101,218.87
JOHNSON & JOHNSON NOTE	152,289.11	(KO) COCA COLA	47,379.58
BALTIMORE GAS & ELEC	307,584.85	(ED) CONS ED	82,234.26
EMERSON ELE CO	300,469.56	(LLY) ELI LILLY & CO	53,116.96
DUKE ENERGY CORP	422,973.00	(EMR) EMERSON ELECTRIC CO	134,014.59
JOHNSON & JOHNSON NOTE	288,462.00	(GIS) GENERAL MILLS INC.	50,334.92
BRISTOL-MYERS SQUIBB SER C NOTE	427,306.50	(HPQ) HEWLETT PACKARD CO.	108,149.03
UNITED STATES TREAS SER BJ-2025	340,022.70	(JNJ) JOHNSON & JOHNSON	119,048.52
UNITED STATES TREAS SER AT-2026	338,565.63	(KMB) KIMBERLY CLARK	48,958.76
UNITED STATES TREAS SER AD-2027	438,193.67	(MCD) MCDONALDS CORP	83,622.51
		(MRK) MERCK & CO INC	117,940.75
		(PEP) PEPSICO INC.	39,020.02
		(PFE) PFIZER INC.	109,940.55
		(PG) PROCTER & GAMBLE CO.	37,238.75
		(ROK) ROCKWELL AUTOMATION IN	110,545.43
		(SO) SOUTHERN CO.	66,310.60
		(UN) UNILEVER	57,286.48
	<u>\$ 8,564,175.77</u>		<u>\$ 1,652,801.55</u>

**HUDSON LIGHT AND POWER DEPARTMENT
RETIREMENT TRUST FUND**

The purpose of this Fund is to directly reimburse the Town of Hudson for retirement costs attributable to Light Department retirees for whom the Town is assessed annually by the Middlesex County Retirement System. On the basis of actuarial studies, sufficient funds will continue to be set aside to meet the future retirement obligations of the town for persons currently employed by the Municipal Light Department.

Note: Figures below do not reflect Unrealized Gains or Losses.

Balance of Retirement Fund as of January 1, 2024	\$ 26,248,250.18
Gain on Sales	1.21
Interest, dividends and Principal received	1,005,103.67
Total Additions to the Fund	<u>\$ 1,005,104.88</u>
Payments to the Town of Hudson	1,540,300.64
Service Charge	51,798.48
Foreign tax paid	57.16
Total Reductions to the Fund	<u>\$ 1,592,156.28</u>
Balance of Retirement Fund as of December 31, 2024	<u>\$ 25,661,198.78</u>

FIXED INVESTMENTS	COST BASIS	EQUITY INVESTMENTS	COST BASIS
AVIDIA BANK MONEY MARKET	\$ 11,121.02	(ABT) ABBOTT LABS	\$ 430,076.18
COMMONWEALTH MONEY FUNDS	3,900,165.40	(MO) ALTRIA GROUP INC	621,487.73
GNMA	242.48	(AIG) AMERICAN INT'L GROUP INC.	277,181.41
GNMA	252.27	(BAC) BANK OF AMERICA CORPORA	451,140.83
ALTRIA GROUP INC	552,788.43	(BMY) BRISTOLMYERS SQUIBB	1,059,469.57
VERIZON COMMUNICATIONS	550,412.68	(KO) COCA COLA	629,223.12
SOUTHERN PWR CO SER 2021A	225,005.29	(ED) CONS EDISON	728,358.20
ALTRIA GROUP INC	510,337.46	(LLY) ELI LILLY & CO	326,010.48
SOUTHWESTERN ELE PWR CO SER K	505,691.68	(EMR) EMERSON ELECTRIC CO.	1,001,988.26
COCA COLA CO NOTE	712,477.50	(GIS) GENERAL MILLS INC.	393,779.64
HP INC NOTE	509,038.01	(HPQ) HEWLETT PACKARD CO.	669,422.48
VERIZON COMMUNICATIONS INC	690,333.00	(JNJ) JOHNSON & JOHNSON	900,187.52
FEC HOME LOAN BA SE Z9-2025	500,000.00	(KMB) KIMBERLY CLARK	627,925.19
US TREAS SER AP-2026	757,209.37	(MCD) MCDONALDS CORP	729,717.67
US TREAS SER AD-2027	760,821.39	(MRK) MERCK & CO	842,737.85
FEC HOME LOAN BK SER TS-2028	225,000.00	(PEP) PEPSICO INC.	534,208.53
UNITES STATES TREAS SER Z-2028	748,510.93	(PFE) PFIZER INC.	1,135,971.01
FEC FARM CR BKS BOND	498,750.00	(PG) PROCTER & GAMBLE CO.	675,079.50
		(ROK) ROCKWELL AUTOMATION IN	698,714.36
		(SO) SOUTHERN CO	764,377.48
		(UN) UNILEVER	505,984.86
Total	<u>\$ 11,658,156.91</u>		<u>\$ 14,003,041.87</u>

HUDSON LIGHT AND POWER DEPARTMENT
OTHER POST EMPLOYMENT BENEFITS (OPEB) TRUST FUND

The purpose of this Fund is to directly reimburse the Town of Hudson for retirement costs, other than pensions, attributable to Light Department retirees. On the basis of actuarial studies, sufficient funds will continue to be set aside to meet the future retirement obligations of the town for persons currently employed by the Municipal Light Department.

Note: Figures below do not reflect Unrealized Gains or Losses.

Balance of the Other Post Employment Benefit Fund as of January 1, 2024	\$ 3,004,242.50
Interest, Dividends and Principal Received	88,658.44
Transfers from Operations Cash	105,000.00
Gain on Sales	9,652.15
Total Additions to the Fund	\$ 203,310.59
Loss on Sales	26.31
Service charge	5,849.96
Total Reductions to the Fund	\$ 5,876.27
Balance of the Other Post Employment Benefit Fund as of December 31, 2024	\$ 3,201,676.82

FIXED INVESTMENTS	COST BASIS	EQUITY INVESTMENTS	COST BASIS
AVIDIA BANK MONEY MARKET	\$ 338,049.57	(ABT) ABBOTT LABS	\$ 19,322.07
COMMONWEALTH CASH	235,417.91	(APD) AIR PRODUCTS & CHEM	9,159.18
DISNEY WALT CO NOTE	115,672.96	(MO) ALTRIA GROUP, INC.	45,949.69
ABBVIE INC NOTE	118,213.14	(AMZN) AMAZON.COM INC	31,820.55
PAYPAL HOLDGS INC	118,366.36	(AMP) AMERIPRISE FINANCIAL INC	76,521.69
AMGEN INC NOTE	98,577.00	(AAPL) APPLE INC COMP	102,615.60
SIMON PPTY GROUP LP NOTE	101,532.88	(T) AT&T INC	33,859.52
US TREAS SER AD-2027	234,109.35	(ADP) AUTOMATIC DATA PROCESSING INC	27,524.78
US TREAS SER Q-2028	198,567.19	(AVB) AVALON BAY COMMUNITIES INC	22,834.01
US TREAS SER J-2029	170,085.94	(BAC) BANK OF AMERICA CORPORATION	46,473.26
		(BMY) BRISTOL MYERS SQUIBB	35,051.38
		(CVX) CHEVRON CORP	25,952.94
		(CMCSA) COMCAST CORP NEW CL A	35,750.40
		(ED) CONS ED	20,024.34
		(DIS) DISNEY WALT CO	41,030.57
		(EMN) EASTMAN CHEMICAL CO	12,112.17
		(EBAY) EBAY INC COM	32,105.22
		(LLY) ELILILLY & CO	29,019.18
		(EMR) EMERSON ELECTRIC CO.	46,777.00
		(GIS) GENERAL MILLS INC.	34,951.43
		(HPQ) HEWLETT PACKARD CO.	52,887.30
		(JNJ) JOHNSON & JOHNSON	27,828.55
		(KMB) KIMBERLY CLARK CORP	25,167.24
		(LOW) LOWES COMPANIES INC COM	32,850.75
		(MPC) MARATHON PETROLEUM CORP	25,072.71
		(MRK) MERCK & CO INC	25,862.63
		(MSFT) MICROSOFT CORP	88,529.10
		(NKE) NIKE INC CLASS B COM	30,912.57
		(NUE) NUCOR CORP COM	11,899.60
		(OGN) ORGANON & CO	1,229.35
		(PEP) PEPSICO INC.	24,471.17
		(PFE) PFIZER INC	32,316.42
		(PSX) PHILLIPS 66 COM	24,013.08
		(PLD) PROLOGIS INC	23,782.01
		(PRU) PRUDENTIAL FINL INC.	85,837.33
		(ROK) ROCKWELL AUTOMATION INC	50,502.79
		(SRE) SEMPRA ENERGY	28,617.90
		(SW) SMURFIT WESTROCK PLC ORD	39,675.19
		(SO) SOUTHERN CO.	19,631.69
		(ITX) ITX COS INC NEW COM	44,411.50
		(VZ) VERIZON COMMUNICATIONS	39,490.57
		(WBD) WARNER BROS DISCOVERY INC	9,240.09
Total	\$ 1,728,592.30		\$ 1,473,084.52

Park Commission & Division of Recreation

The Park Commission/Division of Recreation aims to provide the residents of Hudson with comprehensive recreation programs for those of all ages. The Division of Recreation strives to continually expand and enhance recreation facilities while keeping abreast of ever-changing trends and community needs. The Division of Recreation advocates for the preservation of open space and the natural features of Hudson that define its character, identity and link to the past.

As part of its routine functions, the Park Commission/Division of Recreation and its staff plan, promote, and implement a wide range of recreation programs for the community, including various large-scale special events such as REC Fest (formerly Pumpkin Fest/REOctober Fest) and an Annual Golf Outing, among other events. The department schedules the use of over 30 parks/fields/town facilities; manages requests for use of Town property on behalf of the Town of Hudson; conducts regularly scheduled Park Commission meetings; serves on various boards & committees; and attends meetings as necessary in order to perform its duties. As a means of continuing education, the Recreation Administrative Staff attend both the Massachusetts Recreation and Park Association and New England Park Association Annual Conferences, participate in various recreation specific workshops, and attend Central Mass Recreation and Park Association Regional meetings throughout the year. The Division of Recreation collaborates with various Town agencies to provide additional services, as well as both private and non-profit organizations to better serve the community. The Park Commission/Division of Recreation recommends and implements rules and regulations for the use of town property under their jurisdiction and collects fees for programs and services administered by the department. The Division of Recreation advertises programs, services and events throughout the year primarily via its social media platforms, limited brochures and flyers, and the department website (www.hudsonrecreation.org). Social media outlets along with email communications have proven to be most effective in connecting with participants and members of the community.

Each year the Division of Recreation advertises part-time, seasonal employment opportunities in order to staff various programs. As part of this process, the Division of Recreation Administrative Staff screen, interview and make recommendations for hiring employees. Additionally, the Administrative Staff update employee manuals, conduct meetings with staff regarding programs and events, and train employees in various areas (including Lifeguarding, CPR/AED, First Aid and other program specific areas as needed).

The Park Commission/Division of Recreation prepared an operating budget and considered capital improvement plans in order to make both long- and short-term recommendations for facility renovations and upgrades. The FY25 Budget included two requests for Capital Projects. However, only one requested was supported in FY25.

Throughout the year, the Division of Recreation was engaged in various projects. Projects were coordinated and/or completed with the assistance of various departments, including but not limited to the: Department of Public Works, Conservation Commission, Health Department, Hudson Public Schools, and various private contractors & local non-profits. Some 2024 projects include: Hudson Dog Park (completed Phase 1 – Concept Design, successfully obtained a Phase 2 Design Grant from the Stanton Foundation and completed Phase 2 – Design & Bid Doc Preparation); Installation of Field Lights (in coordination with Hudson Light & Power) at Cherry Street Field; Surveyed and installed Facility Sign at Albertini Recreation Area; Installed new Playgrounds at Riverside Park and Wood Park; Oversaw Roof Replacement of Rimkus Clubhouse; Oversaw Veterans Memorial Restoration at Liberty Park, Surveyed Moulton Park & Playground and secured designer to work with the town to create plans for immediate site redevelopment; Coordinated efforts with INTEL to acquire (by way of donation) various picnic tables and benches to be utilized at various town properties; Partnered with the Hudson Land Trust to execute a yearly town-wide Clean Up and began discussions to make site improvements to Lamson Park/Tripps Pond.

The Division of Recreation was successful in executing its 2024 programs as depicted in the report below. The Division of Recreation filled the previously vacant Program Coordinator position which led to the creation of new programs in the fall of 2024 (Dog Days at Centennial, Cemetery Tours and The Gift-Wrapping Experience); and remains committed to continually improving and adding programs and events to meet our community's needs in the future. Additionally, throughout 2024, the Recreation Administrative Staff remained committed to serving on Town's Open Space and Recreation Plan (OSRP) Steering Committee, playing a critical role in updating this immensely important and valuable planning document that will serve to provide the department with clear direction and goals for many years to come.

It is expected that in 2025, in addition to adding new program and event offerings under direction of the Program Coordinator, the Division of Recreation should have final designs completed specific to the redevelopment of Moulton's Park & Playground, will have completed surveys of Wood Park, Apsley Park and Lamson Park/Tripps Pond to support future site improvements, expects to successfully apply for and receive a construction grant through the Stanton Foundation to support

the build out of the Hudson Dog Park and will secure a designer to create final designs specific to the Morgan Bowl Bleachers and surrounding areas where upgrades are much needed.

As always, the Park Commission/Division of Recreation will strive to keep our community members engaged, connected and safe. We look forward to the opportunity to continue to serve the Town of Hudson.

FINANCIALS

Budget	FY24	FY25
Recreation Salaries	\$382,364.00	\$397,402.00
Recreation Expenses	\$72,960.00	\$74,054.00
Town Meeting Approved Articles		FY25
Rimkus Clubhouse Roof Replacement		\$35,000.00
Revolving Fund & Gift Account Balances	1-Jul-23	1-Jul-24
Recreation Programs Revolving	\$307,756.76	\$292,349.55
Recreation Gifts & Donations	\$37,061.79	\$36,184.94
Hamilton Children's Recreation Program Gift	\$50,366.00	\$2,071.00
EMPLOYMENT	2023	2024
Part-Time Seasonal Staff	78 individuals	83 individuals
Volunteers (throughout year)	10 individuals	10 individuals
SOCIAL MEDIA	2023	2024
Facebook (followers)	3100	3400
Twitter (followers)	77	77
Instagram (followers)	883	1006
FACILITY SCHEDULING	2023	2024
Total Hours Scheduled	11,646 (3254 records)	8,974 (2673 records)
Use of Town Property Forms Processed	46 (print) + 26 (online)	126 (online)

PROGRAM STATISTICS

Fall / Winter Programs:	2022-2023	2023-2024
Youth Basketball Instructional Program	296 participants	384 participants
Unified Basketball Program	35 participants	26 participants
Elks Hoop Shoot	0 participants	6 participants
Unified Soccer	15 players / 13 Partners	17 participants
Spring / Summer Programs:	2023	2024
RECKids Day Socialization	220 participants	282 participants
<i>RECKids special events & field trips:</i>	12 field trips	12 field trips
Youth Swim Instruction	152 participants (4 sess.)	135 participants (3 sess.)
Guard Start/Lifeguard Training	17 Lifeguard participants	0 Lifeguard participants
Youth Tennis Instruction	166 participants (6 sess.)	151 participants (6 sess.)
Track & Field	48 participants	44 participants
Unified Noodle Ball	46 participants	29 participants
Unified Outdoor Sports	n/a	36 participants
Babysitting Course	11 participants	0 participants
Home Alone Safety Course	0 participants	0 participants
Cemetery Tours	n/a	53 participants (3 tours)
Women's Softball (spring / summer)	54 participants (3 sess.)	38 participants (2 sess.)
Total Transactions Processed (through RecDesk)	1206	1166

Centennial Beach Parking:

	2023	2024
Resident Day Passes	1013 passes	1127 passes
Resident Season Passes	540 passes	577 passes
Non-Resident Day Passes	171 passes	238 passes
Non-Resident Season Passes	37 passes	38 passes
Total Income	\$40,175.00	\$43,830.00

Special Events & Activities:

	2023	2024
Recreation Golf Tournament	144 golfers	143 golfers
Wood Park Concerts	5 concerts	5 concerts
Cellucci Park Concerts	3 concerts/1 Magic Show	3 concerts/1 Magic Show
REC Fest Attendance (formerly RECtober Fest)	est. 1500 (no fee)	est. 1500 (no fee)
REC Fest Vendors/Food Trucks	15/0 (Boosters sold food)	24/0 (Boosters sold food)

Respectfully Submitted,

Robert D. Bowen, Chairman – Hudson Park Commission

Michael C. Chaves Sr., Commissioner

James D. Roan, Commissioner

Steven L. Santos, Director of Recreation

Department of Community Development & Planning

The Planning and Community Development Department provides a full suite of professional and administrative services related to land-use planning and development permitting, wetlands permitting, economic development, transportation, affordable housing, open space and environmental planning, natural resource protection, and grant writing and administration. The Boards staffed directly by this Department include: Planning Board; Zoning Board of Appeals; Conservation Commission; Internal Traffic Committee; Affordable Housing Trust; Economic Development Commission; Disabilities Commission; and Historical Commission. Furthermore, this Department serves as an Ex-Officio member of the Downtown Business Improvement District Board of Directors, serves on the Board of Directors of the MetroWest Transit Authority and the 495 Partnership, and represents the Town of Hudson on the Metropolitan Area Planning Council (MAPC).

Highlights

- Coordinated with municipal departments and the non-profit developer on the construction activities for 62 Packard Street Affordable Housing project. The development will entail 40 100% affordable and sustainable rental homes with anticipated full occupancy in summer 2025.
- Successfully passed an update of the existing Accessory Dwelling Unit Zoning By-law to comply with the new Commonwealth statutory requirements.
- Successfully completed all land-use permitting processes via the Open Gov online permitting software.
- Worked with the Internal Traffic Committee and the Select Board to implement key recommendations of the 2014 Downtown Parking Study.
- Received a \$150,000 grant award from the Commonwealth to begin an update of the Town's 2014 Master Plan.
- In partnership with the Community Preservation Committee, Ad Hoc Bicycle Committee, and the Business Improvement, completed a preliminary design for the next segment of the Mass. Central Rail Trail, which will connect to the segment underway as part as the Eversource Transmission Line project. As part of this effort, this project received a project review number from the Massachusetts Department of Transportation in order to be federal-aid eligible for future design and construction funding.
- Completed an update of the Town's Open Space and Recreation Plan and Housing Production Plan.

Respectfully submitted,

Kristina Johnson, AICP, Director of Planning and Community Development
 Pam Helinek, Assistant Director of Community Development/Conservation Agent.
 Katie Evangelisti, Administrative Manager, Planning and Community Development



Department of Finance

Town Accountant

FISCAL YEAR 2024 ANNUAL FINANCIAL REPORT

December 31, 2024

To the Honorable Board of Selectmen and the Citizens of Hudson:

In accordance with the provisions of Massachusetts General Laws, the Annual Report of the Departments of Finance comprised of the Town Accountant, Town Treasurer/Collector and Board of Assessors, for the fiscal year ended June 30, 2024, is herewith submitted.

The reports contained herein present fairly the material aspects of the Town of Hudson's financial position and results of operations. Financial reporting is in compliance with the Massachusetts Department of Revenue's Uniform Municipal Accounting System (UMAS) and Generally Accepted Accounting Principles (GAAP) as promulgated by the Governmental Accounting Standards Board (GASB).

The Town of Hudson is required to undergo an independent annual Single Audit in conformity with the provisions of the Single Audit Act Amendments of 1996 and the U.S. Office of Management and Budget Circular A-133, Audits of States, Local Governments and Non-Profit Organizations. Marcum LLP (formerly Melanson, Heath & Company, P.C.), Certified Public Accountants perform the audit.

Additional financial documents will be published and updated at a later date.

Respectfully submitted,

Neil A. Vaidya
Director of Finance/Town Accountant

Town Collector

DEPARTMENT OF FINANCE-COLLECTOR Calendar Year 2024

To the citizens of the Town of Hudson. The following is the Annual Report for Calendar Year 2024

2025 REAL & PERS PROPERTY	\$31,987,466.89	
2024 REAL & PERS PROPERTY	\$33,177,406.14	
PREVIOUS YEAR TAXES	\$208,643.18	\$65,373,516.21
ROLL BACK TAXES	\$0.00	\$0.00
PAYMENT IN LIEU OF TAXES	\$0.00	\$0.00
MOTOR VEHICLE EXCISE	\$3,373,738.24	
BOAT EXCISE	\$2,816.00	\$3,376,554.24
WATER ENT RATES	\$4,846,353.11	
WATER ENT LIENS	\$170,640.07	
WATER APPORTIONMENT	\$4,414.49	
WATER COMMITTED INTEREST	\$10,076.18	
WATER APPORTIONMENT IN ADV	\$0.00	
WATER APPORTIONMENT IN ADV INT	\$0.00	\$5,031,483.85
STORMWATER ENT	\$ 1,225,671.85	
STORMWATER ENT LIEN	\$ 148.50	\$ 1,225,820.35
SEWER ENT RATES	\$5,555,787.16	
SEWER ENT LIENS	\$194,993.42	
SEWER APPORTIONMENT	\$25,494.98	
SEWER COMMITTED INTEREST	\$11,287.37	
SEWER APPORTIONMENT IN ADV	\$10,178.50	
SEWER APAPORTIONMENT IN AD INT	\$73.06	\$5,797,814.49
LIGHT & POWER DEPARTMENT	\$794,602.21	
LIGHT & POWER LIENS	\$3,758.25	\$798,360.46
COMMUNITY PRESERVATION ACT	\$623,330.89	
COMMUNITY PRESERVATION ACT INTEREST	\$1,009.41	\$624,340.30
OTHER GOVERNMENT	\$0.00	
BOARD OF HEALTH	\$6,948.00	
INTEREST AND FEES	\$319,337.15	
LIEN CERTIFICATES	\$12,607.00	
PARKING TICKETS	\$56,372.00	
REGISTRY SURCHARGE	\$29,367.30	
DEPUTY FEE	\$16,402.37	
CURBSIDE FEES	\$570,793.12	
HUDSON BUSINESS IMPROV DISTRICT	\$121,806.74	\$1,133,633.68
TOTAL		\$83,361,523.58

Town Treasurer

To the citizens of the Town of Hudson, the follow is the annual cash report for calendar year 2024:

ALL CASH ACCOUNTS

12/31/2024 Cash Balance

DETAIL OF CASH ACCOUNTS

	Cash On Hand	\$1,200.00
Avidia Bank		
	HHS Student Activity	\$62,033.34
	Quinn Student Activity	\$33,651.72
	Cultural Council	\$7,003.21
	Town General Fund	\$2,322,204.59
	Town Online	\$106,235.41
	Town Tailings	\$279,770.29
	Town CD	\$18,108.64
	Light & Power Customer Deposit	\$588,047.90
	Light & Power Depository	\$3,213,306.78
	Light & Power Depreciation Fund CD	\$3,533,356.63
	Light & Power Insurance Escrow Reserve	\$78,429.04
	Light & Power OPEB	\$338,049.57
	Light & Power Rate Stabilization Funds	\$3,036,181.39
	Light & Power Retirement Trust Funds CD	\$11,121.02
	Light & Power Tailings	\$57,483.44
	Light & Power CD	\$406,431.61
	School Lunch	\$237,773.64
Bartholomew		
	CPA	\$2,703,280.87
	Endowment	\$7,732,942.27
	General	\$463,546.36
	Light & Power Depreciation Funds	\$5,296,664.83
	Light & Power OPEB	\$2,888,810.80
	Light & Power Rate Stabilization Funds	\$7,216,598.38
	Light & Power Retirement Trust Funds	\$25,700,172.63
Citizens Bank		
	Payroll Checking	\$500,000.00
	Town MMA	\$3,084,484.92

Eastern Bank

General Fund	\$1,789,282.38
Light & Power Deposits	\$328,821.73

Federal Reserve Bank

Light & Power Retirement Trust GNMA Funds	\$245.73
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Main Street Savings

General Fund	\$1,042,059.91
LP Depreciation CD	
LP Customer Deposits	\$335,512.76

T.Rowe Price

Robert Carney Scholarship Trust Fund	\$323,267.52
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Unibank

General Funds	\$12,484,842.84
Online Collections	\$7,022,479.41

TOTAL CASH	\$93,242,201.56
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Department of Finance

During the year ending 12/31/2024, the following payments were made from payroll deductions

Assistant Teachers Dues	\$15,451.60
Attachments	\$1,018.04
Blue Cross/Blue Shield Health Insurance	\$2,218,078.84
Clerical Dues	\$15,367.50
Court Orders	\$12,847.33
Deferred Compensation	\$420,317.90
Dental Insurance	\$242,258.99
Federal Tax W/H	\$5,383,555.87
Fireman Union Dues	\$51,344.84
GW Roth	\$122,266.00
HR Concepts Administration Fees	\$6,408.77
HR Concepts Dependant Care	\$78,236.89
HR Concepts Flex Spending	\$210,612.87
Light and Power Dues	\$22,428.96
MA Income Tax W/H	\$2,826,974.79
MA Teachers Retirement System	\$3,176,562.97
Medicare W/H	\$828,104.25
Middlesex Retirement System	\$2,474,758.17
Merrimack Valley Credit Union	\$495,744.02
Mutual of Omaha Life Insurance	
OBRA	\$124,198.09
Penn Life Insurance	
Police Dues	\$19,305.00
Public Work Dues	\$21,926.25
Roth Plans	\$52,310.00
School Clerical Dues	\$19,382.90
Standard Life Insurance	\$14,565.00
Tax Sheltered Annuities	\$522,299.60
Teachers Dues	\$250,687.56
United Fund	\$1,927.00
Unum Disability Insurance	\$72,533.45
	\$19,701,473.45

PERPETUAL CARE 2024		DEED	SECTION	LOT	# GRAVES	TOTAL
JANUARY						
	Richard (Clark) Larsen	2620	8-c	353	1	300.00
	Brian & Kim Bowen	2621	20	155	2	600.00
	Jill & Michael Hovagimian	2622	20	156	2	600.00
	Kathi & Gordon Forsberg	2623	20	157	2	600.00
	William & Debra Pelletier	2624	19	97	2	600.00
FEBRUARY						
	Joanne M. Frias	2625	16-s	26	1	300.00
	Nikol Benander	2626	16-s	65,66,67 & 68	4	1,200.00
	Vladimir Zorina	2627	19	63	2	600.00
	Brian & Karen Longtine	2628	20	158, 159 & 160	6	1,800.00
	Sandra Lopez	2629	O	1	2	300.00
MARCH						
	Patrick Steen	2630	20	207	1	300.00
	James Harding	2631	0	6	1	300.00
	Jeffrey Wayne Goebel	2632	16-s	5	1	300.00
changed lot	Ernest, Kathryn & Mya Beland	2633				
	Christine Marcotte	2634	O	73	1	300.00
	Teresa Maher	2635	16-s	24	1	300.00
	Donald Herzog	2636	20	151	2	600.00
	Sheryl Rouleau	2637	20	152	2	600.00
APRIL						
	Michael Rodgers & Mary Tangney	2638	8-c	359	1	300.00
	Carl & Cheryl Leeber	2639	19	70	2	600.00
MAY						
	Claude Acierno	2640	19	50	2	600.00
JUNE						
	Stephen & Katherine Davis	2641	16-s	49 & 50	2	600.00
JULY						
	Carmen E Vega- DeLeon	2642	19	76	2	600.00
	Maureen Dyer	2643	19	111	2	600.00
	Philip Lorrain & Tracy Lorrain Hein	2644	19	94 & 95	4	1,200.00
AUGUST						
	Kathryn Anderson	2645	19	100	2	600.00
	Vivian E Coyne	2646	16-s	6	1	300.00
	Michelle & Jeremy Dusseault	2647	16	2007	2	600.00
SEPTEMBER						
	Brian & Carol Parker	2648	19	109	2	600.00
	Ivy Forbes	2649	16-s	48	1	300.00
	Kara Kinz	2650	16-s	3	1	300.00
	Rosemary Fitzgerald	2651	16-s	17	1	300.00
	Mary Lee DeSantis	2652	20	100	2	600.00
	Thomas & Linda Bowen	2653	20	154	2	600.00
OCTOBER						
	Margaret Meehan & Margaret Mennulty	2654	16-s	58	1	300.00
	Diana MacLaren	2656	20-s	211	1	300.00
	Diana MacLaren & Judy Congdon	2657	20-s	261 & 262	2	600.00
NOVEMBER						
	William Muth	2658	0	93	1	300.00
	Frank & Tammy Arbour	2659	20	57	2	600.00
DECEMBER						
						20,400.00

Department of Finance

Tax Title

12/31/2023 Balance	\$494,899.69
Additions	\$169,476.65
Payments	\$61,599.31
Credit Adjustments	\$422.47
12/31/2024 Balance	\$602,354.56

TOWN OF HUDSON TRUST FUNDS
Year Ending 2024

BENEVOLENT TRUST FUNDS

<u>Jesse J. Angell Fund</u>	\$1,000	Original Balance	Expendable Balance
12/31/2023 Balance			11,555.80
Dividends			2,643.20
Disbursements			
12/31/2024 Balance			<u>14,199.00</u>
<u>Joseph S. Bradley Fund</u>	3,000.00	Original Balance	
12/31/2023 Balance			11,334.41
Dividends			136.36
12/31/2024 Balance			<u>11,470.77</u>
<u>Sarah A. Brown Fund</u>	2,254.12	Original Balance	
12/31/2023 Balance			14,696.44
Dividends			161.20
			-7,500.00
12/31/2024 Balance			<u>7,357.64</u>
<u>Addie E. Cahill Fund</u>	382.83	Original Balance	
12/31/2023 Balance			10,040.07
Disbursements			
Dividends			99.15
12/31/2024 Balance			<u>10,139.22</u>
<u>Susan Cox Fund</u>	\$2,000	Original Balance	
12/31/2023 Balance			12,661.62
Dividends			139.49
Disbursements			-2,500.00
12/31/2024 Balance			<u>10,301.11</u>
<u>Clara E. Houghton Fund</u>	4,264.26	Original Balance	
12/31/2023 Balance			10,754.30
Dividends			142.87
Disbursements			
12/31/2024 Balance			<u>10,897.17</u>

Helen M. Lewis Fund

	181.75	Original Balance	
12/31/2023 Balance			6,998.37
	Dividends		-5,824.18
12/31/2024 Balance			<u>1,174.19</u>

Mary E. Tracy Fund

	500.00	Original Balance	
12/31/2023 Balance			11,877.50
	Disbursements		0.00
	Dividends		117.75
12/31/2024 Balance			<u>11,995.25</u>

Maude A. Whitney Fund

	9,298.00	Original Balance	
12/31/2023			7,418.47
	Dividends		159.00
12/31/2024			<u>7,577.47</u>

Grace & Abigail Wilkins Fund

	635.66	Original Balance	
12/31/2023 Balance			9,690.36
	Dividends		98.23
	Disbursements		
12/31/2024 Balance			<u>9,788.59</u>

Martin J. Morin Fund

	10,000.00	Original Balance	
12/31/2023			640.70
	Dividends		101.21
12/31/2024 Balance			<u>741.91</u>

Robert Carney Scholarship Trust

	106,500.00	Original Balance	
12/31/2023 Balance			104,191.85
	Dividends		19,308.10
	Disbursements		-3,000.00
12/31/2024 Balance			<u>120,499.95</u>

Balcolm Scholarship

	3,500.00	Original Balance	
12/31/2023 Balance			12,362.13
	Dividends		590.27
	Disbursements		-500.00
12/31/2024 Balance			<u>12,452.40</u>

Nellie L. Balcolm Fund

	2,000.00	Original Balance	
12/31/2023 Balance			15,355.19
	Dividends		230.42
12/31/2024 Balance			15,585.61

WF Brigham Fund

	100.00	Original Balance	
12/31/2023 Balance			-226.98
	Dividends		276.57
	Disbursement		
12/31/2024 Balance			49.59

Susan M. Hill Fund

	360.00	Original Balance	
12/31/2023 Balance			-135.22
	Dividends		599.82
	Disbursements		
12/31/2024 Balance			464.60

Thomas Kelly Fund

	200.00	Original Balance	
12/31/2023 Balance			1,884.52
	Disbursements		
	Dividends		19.82
12/31/2024 Balance			1,904.34

Charles A. Tripp Fund

	34,169.00	Original Balance	
12/31/2023 Balance			16,866.28
	Dividends		485.41
	Disbursements		-500.00
12/31/2024 Balance			16,851.69

Gladys Robinson Prize Speaking Fund

	3,918.60	Original Balance	
12/31/2023 Balance			-372.07
	Dividends		620.67
	Disbursements		
12/31/2024 Balance			248.60

Gladys Robinson Play Contest Fund

12/31/2023 Balance			4,996.52
	Dividends		552.26

	Disbursements		-500.00
12/31/2024 Balance			5,048.78
<u>Louis Schindler Scholarship Fund</u>			
	5,000.00	Original Balance	
12/31/2023 Balance			678.81
	Dividends		-49.62
	Disbursements		
12/31/2024 Balance			629.19
<u>Adolph F.W. Mohn Scholarship Fund</u>			
	171,249.37	Original Balance	
12/31/2023 Balance			158,862.96
	Dividends		13,235.08
	Disbursements		-8,000.00
12/31/2024 Balance			164,098.04
<u>Paul W. Carter Scholarship Fund</u>			
	40,000.00	Original Balance	
12/31/2023 Balance			16,904.78
	Dividends		541.25
	Disbursements		-1,000.00
12/31/2024 Balance			16,446.03
<u>Intress Scholarship Fund</u>			
	\$1,000	Original Balance	
12/31/2023 Balance			491.12
	Dividends		14.18
12/31/2024 Balance			505.30
<u>LIBRARY TRUST FUNDS</u>			
<u>Lewis Apsley Fund</u>			
	2,953.34	Original Balance	
12/31/2023 Balance			6,883.27
	Dividends		93.56
12/31/2024 Balance			6,976.83

Grace & Nellie Balcolm Fund

		\$1,000	Original Balance	
12/31/2023 Balance				4,557.90
	Dividends			52.86
12/31/2024 Balance				<u>4,610.76</u>

Setrak Boyajian Fund

		1,589.78	Original Balance	
12/31/2023 Balance				3,030.01
	Dividends			43.93
12/31/2024 Balance				<u>3,073.94</u>

Helen M. Lewis Fund

		181.75	Original Balance	
12/31/2023 Balance				1,161.43
	Dividends			12.76
12/31/2024 Balance				<u>1,174.19</u>

Flora Reardon Fund

		834.42	Original Balance	
12/31/2023 Balance				2,177.58
	Dividends			28.63
12/31/2024 Balance				<u>2,206.21</u>

Mabel K. Tripp Fund

		3,000.00	Original Balance	
12/31/2023 Balance				7,134.72
	Dividends			96.40
12/31/2024 Balance				<u>7,231.12</u>

Lucy D. Welch Fund

		100.00	Original Balance	
12/31/2023 Balance				1,013.54
	Dividends			10.61
12/31/2024 Balance				<u>1,024.15</u>

LIBRARY DONATION TRUST FUNDS**Library Memorial Book Fund**

12/31/2023 Balance				15,074.27
	Dividends			143.41
	Disbursements			
12/31/2024 Balance				<u>15,217.68</u>

MISCELLANEOUS TRUST FUNDS

Conservation Commission Trust

12/31/2023 Balance		21,426.86
	Dividends	6,578.88
	Disbursements	-216.00
12/31/2024 Balance		<u>27,789.74</u>

Grand Army of The Republic Trust

		1,579.85	Original Balance	
12/31/2023 Balance				4,122.99
	Dividends			54.25
12/31/2024 Balance				4,177.24

Law Enforcement Trust

12/31/2023 Balance		283.20
	Dividends	1,012.61
	Expense	
	Deposits	4,975.00
12/31/2024 Balance		<u>6,270.81</u>

Employees Health Claims Trust

12/31/2023 Balance		818,855.34
	Dividends	7,788.85
	Expense	
12/31/2024 Balance		<u>826,644.19</u>

Worker Compensation

12/31/2023 Balance		383,007.02
	Dividends	147,888.36
	Deposits	
12/31/2024 Balance		<u>530,895.38</u>

Stabilization Fund

12/31/2023 Balance		2,569,723.57
	Dividends	449,394.43
	Deposits	605,000.00
12/31/2024 Balance		<u>3,624,118.00</u>

Cemetery Trust

12/31/2023 Balance		57,507.40
	Dividends	106,914.19
	Disbursements	
12/31/2024 Balance		164,421.59

Unemployment Compensation

12/31/2023 Balance		270,857.11
	Dividends	13476.38
	Deposits	
12/31/2024 Balance		284,333.49

Town Wages 2024

KELLEY, CONNER N.	\$3,528.75	JOHANNES, BRYAN R	\$48,867.32
SILVA ROBBINS, ANDREA	\$10,101.27	JOHANNES, JILLIAN	\$3,984.75
ABATE, EVAN	\$10,573.40	JOHNSON, KRISTINA	\$123,066.71
AFRIDI, MANIZEH	\$43,947.56	JOYCE, DEBORAH	\$405.50
AHEARN, CALVIN J.	\$129,047.81	JOYCE, LAWRENCE E.	\$55,995.00
ANDRADE, MICHAEL J.	\$600.00	JUDGE, BRENDAN A	\$23,486.18
ANDRADE, MICHELLE	\$93,445.05	KALINO, RISTJOLA	\$80,562.80
ANDREWS, ANTHONY	\$97,642.51	KAPOPOULOS, SUSAN	\$527.50
ANTONELLI-ZULLO, LAUREN E.	\$105,043.69	KARPOWICZ, PAUL M.	\$221.13
ARAUJO, ALDEN	\$61,780.39	KARPOWICZ, SUSAN C.	\$129.63
ARSENAULT, JAMES	\$14,818.30	KAVALESKI, PAMELA	\$10,097.37
ASSENCOA, CHARLES A.	\$11,055.61	KEARNEY, HAYDEN	\$2,460.50
ATHAS, MICHELLE	\$14,014.42	KELLEHER, PATRICK	\$84,087.53
ATTAWAY, RACHEL	\$4,880.52	KENYON, THOMAS	\$55,659.73
ATWATER, MICHAEL	\$476.25	KITTREDGE, HANNAH	\$3,700.00
AUCOIN, LISA	\$80,128.31	KLOTZ, ANDREW J.	\$9,653.43
AVERY, JOHN W.	\$286.56	KLOTZ, JAMES	\$108.00
BACOCCHINI, GIULIANA	\$18,292.72	KLOTZ, SHAYE	\$68,131.97
BAKER, EMILIE	\$3,696.00	KLUDT, PATRICIA E.	\$232.56
BAKER, MARGARET	\$4,233.57	KODIS, JOHN	\$1,614.38
BAKER, MARK R	\$75,301.25	KOROWSKI, ERICA	\$5,508.25
BAKOUROS, SOTIRIOS	\$15,566.58	KOROWSKI, RACHEL	\$3,937.87
BANASIK, JORDAN	\$86,248.63	KOROWSKI, SARAH	\$354.56
BARAN, DAVID A.	\$125.00	KRASSILNIKOV, VIKTORIA	\$102,233.62
BARANOWSKI, DONALD E.	\$533.76	KRYSA, JOEL A.	\$88,092.35
BARESE, ALFRED JR	\$2,227.50	LABOSSIERE, MATTHEW J.	\$142,364.06
BARNDT, ANN M.	\$148.69	LACINA, COLBIE	\$3,038.02
BARRY, NADINE M.	\$244.01	LADOU, CHRISTOPHER	\$133,060.23
BEADES, MICHAEL	\$35,539.48	LAFLAMME, WENDY	\$112,847.37
BEAUDETTE, GLADYS A.	\$201.25	LALLY, CAROLE A	\$335.51
BEAUDETTE, GUY	\$732.02	LAM, DAVID	\$7,667.47
BEAUDOIN, AMANDA	\$46,993.99	LAMBERT, PETER F.	\$105,578.16
BEIRNE, MICHAEL	\$101,021.40	LAMBERT, VICTOR	\$123,961.61
BEMIS, DIANE	\$1,562.48	LANDRY, TRACY A.	\$7,565.94
BERCUME-BRISBOIS, WILLIAM	\$88,088.30	LAZUKA, CHRISTOPHER A	\$86,556.68
BERGER, JOSEPH	\$70,463.29	LEANDRES, SAMUEL	\$136,117.61
BERGER, ROBERT S.	\$42,663.15	LEBLANC, DOUGLAS	\$132,622.87
BERNHARDT, MARY	\$160.13	LEBLANC, ROBERT H	\$823.51
BERNHARDT, DAVID	\$160.13	LENOX, AUDREY	\$3,350.80
BERRY, MARTHA	\$358.39	LEON, KATHLEEN	\$369.81
BERTONASSI, JACK L.	\$101,049.58	LEON, WILLIAM	\$441.50
BEST, ROSEMARY	\$22,491.83	LERNED, JEFFREY	\$38,780.39
BETTI, PAUL W	\$578.60	LIBBY, LAWRENCE	\$593.65
BISHOP, CORY	\$78,586.47	LIBBY, SARAH	\$416.93
BLAIS, BRIAN	\$92,758.69	LOMBARDO, CHERYL B	\$917.70
BLAKE, JASON J.	\$2,797.50	LONG, JANICE L.	\$87,340.81
BLAKENEY, ERIC J	\$16,759.13	LOPEZ, GABRIEL R.	\$358.56
BLANCHARD, JODY L.	\$85,626.46	LUZ, ANTONIO	\$75,962.07
BLEECKER, JAMES M.	\$99.13	LUZ, LOGAN H.	\$3,442.50
BLEECKER, SUSAN G.	\$99.13	MACE, RONALD F.	\$122,996.82

BLOOD, BRADY	\$5,904.00	MADDEN, APRIL	\$61.00
BLOOD, KENNETH	\$106,591.86	MADDEN, KEITH B.	\$69,081.87
BONINA, JOSEPH	\$810.00	MADDEN, PAULA	\$15,695.81
BOOTH, LAURA	\$217.32	MADRID LUGO, JAYLEN	\$3,213.93
BOUDREAU, THOMAS W	\$20,644.10	MAGDALENO, ROBERTO B.	\$88,526.46
BOULE, DONNA M.	\$60,915.36	MAIN, PATRICIA	\$1,296.57
BOURDEAU, DAVID	\$50,302.30	MAKSYMIAK, RILEY G	\$3,248.25
BOWEN, BRIAN G.	\$10,412.28	MALACHOWSKI, JEFFREY	\$62,879.00
BOWEN, LEONARD T	\$45,235.02	MANNING, HEATHER M.	\$108,239.11
BOWER, CAMERON	\$73,543.04	MARROQUIN, RACHEL	\$28,415.36
BRADFORD, ANDREA	\$888.39	MASCIARELLI, BARBARA A.	\$156.31
BRANCO, DOMINICK	\$3,267.01	MASON, DIANE	\$415.57
BRANDT, PATRICK M.	\$3,453.75	MASON, SUSAN	\$324.07
BRATSOS, NICOLE	\$3,421.66	MATTOCKS, KATHRYN	\$3,897.00
BRENNAN, KATHLEEN	\$91.50	MAYO, KAREN	\$1,059.89
BRISKIE, VIRGINIA	\$224.94	MCCARLEY, MAGGIE	\$5,659.50
BROSSEAU, DENISE	\$3,607.51	MCCARTHY, ANDREW	\$149,856.86
BRUNELLE, JANIE	\$3,271.13	MCCLELLAN, BETTEANN	\$125.81
BUCKLEY, JAMES	\$3,461.31	MCDONALD, ANNE L.	\$221.13
BURGESS, ZACHARY	\$64,910.11	MCINTYRE, JOANNE F	\$54,903.33
BURKS, MICHAEL D	\$937.49	MCMAHON, ELIZABETH H.	\$144.88
BUSHEY, EVAN	\$3,204.65	MEHERAN, LYNN	\$293.57
BUSHEY, WILLIAM	\$579.51	MELENDEZ, ROBERT	\$7,190.88
BUTLER, JENNIFER	\$659.57	MELLIN, CASEY	\$74,532.98
BYRON, BRENDA E.	\$17,647.02	MERRILL, ROBERT B.	\$120,793.23
CAIN, JOHN	\$8,027.55	MICCICHE, THOMAS	\$57,400.82
CAISSIE, MELISSA A.	\$8,446.25	MILES, SUSAN	\$610.01
CALANDRA, SOPHIA G.	\$3,523.20	MILLARD, JEANETTE	\$202.07
CAMPBELL, LINDA	\$102.94	MITCHELL, GABRIELLA L.	\$238.80
CAMPELO, THALITA	\$65,647.16	MITCHELL, SUSAN	\$122.00
CANFIELD, ROBERT	\$1,052.26	MOLLICA, NATALIE	\$5,415.39
CARABALLO MORALES, CARLOS	\$23,839.54	MONTEIRO, CASSIA	\$1,250.00
CARDINALE, MICHAEL A.	\$83,938.21	MONTEIRO, DENNIS	\$18,733.00
CARDOZA, NELIA	\$51,727.60	MORIARTY JR, ROBERT	\$98,368.55
CATALANO, GABRIELLA	\$434.63	MORSE, JEFFREY	\$128,665.53
CATHCART, CAMERON	\$57,964.97	MULLAHY, LEILA	\$3,413.89
CEDRONE, AUDRIA E.	\$58,280.76	MULLAHY, TY	\$3,146.51
CESARIO, ELIZABETH J.	\$644.33	MULVEY, JOSEPH T.	\$13,120.00
CHANDLER-PETROVICK, BERNICE	\$529.94	MURPHY, CHERYL L	\$1,078.95
CHARBONNEAU, SOPHIE	\$1,765.19	MURPHY, JOHN P	\$116,520.80
CHARBONNEAU, WILLIAM JR.	\$1,591.50	MURPHY, OWEN	\$409.28
CHAVES, DAMIAN J	\$3,431.25	MYERSON, KAYLEIGH	\$98,385.39
CHAVES, JEFFREY R.	\$114,775.54	NANARTOWICH, OWEN	\$3,107.20
CHAVES, JILLIAN M.	\$3,386.25	NELSON, JEFFREY	\$60,125.21
CHAVES, JOSE	\$85,557.72	NEMERGUT, JONATHAN	\$84,630.42
CHAVES, LILA	\$5,162.52	NEWTON, TIFFANY	\$35,438.84
CHAVES, MARISSA N.	\$4,255.58	NIEMI, BRIAN	\$78,187.64
CHOQUETTE, BRIAN R	\$303,003.77	NIEMI, HOLLY A.	\$320.25
CHRISAFIDEIS, CHRISTOS	\$1,170.96	NYSTROM, DYLAN C.	\$3,348.02
CLOUTER, STEPHEN H.	\$95.31	O'BRIEN, JACKSON	\$503.25
CODY BRADY, CAROL D.	\$87,598.52	O'HARE, ROBERT	\$97,153.10
COLE, CAITLYN	\$3,345.00	OBER, DOUGLAS	\$96,555.22

COLLETTE, CHRISTOPHER	\$2,179.58	OBERACKER, ELLA S.	\$2,936.25
COLLINS, CRAIG C.	\$91,881.85	OBERACKER, RILEY S.	\$3,112.50
COLLINS, STEPHEN	\$56,986.05	OHARE, ALEXANDRIA	\$70,693.53
CONGDON, JUDITH ANN	\$2,499.96	OLEARY, MATTHEW	\$69,611.52
CONNELL, JUSTIN T.	\$139,432.00	OMALLEY, ALLYSON	\$2,000.00
CONNOLLY, JAMES J.	\$152,947.92	ONEIL, RICHARD	\$22,035.66
CONRY, HOLLY	\$95,350.40	ONEILL, HENRY S	\$1,400.00
CONSTANTINE, RICHARD A JR.	\$198,463.27	ORIENTE, JOSEPH	\$59,739.60
CORBIN, LINDA	\$1,760.00	OSBORNE, ROSE C.	\$382.08
CORLEY, ROSEMARY J.	\$533.76	OSBORNE, THERESA A.	\$80,634.59
CORREA, MARILYN	\$918.83	OTOOLE, CAMERON	\$93,331.99
COSME, JACQUELINE	\$3,886.68	PALATINO, WALTER	\$65,954.08
COSTA, CASIMIRO L.	\$88,639.57	PARKER, CATHERINE O.	\$114.38
COSTA, SAMANTHA	\$88,134.39	PARKS, JONATHAN C.	\$14,497.20
COSTA, TELMA	\$67,110.83	PATEL, PRIYANSHI	\$67,640.55
COUGHLAN, KALI	\$38,810.78	PAYNE-DROUIN, BRANDON	\$65,493.71
CRIPPEN, THOMAS G.	\$143,710.06	PELLERIN, GEORGE M.	\$613.82
CROGAN, CHAD A.	\$112,888.87	PELLERIN, SUSAN H.	\$316.44
CROUSE, JACE	\$14,361.70	PEREIRA, CLAUDIO	\$55,433.72
CRUZ, KARLYANNIE M.	\$2,835.00	PERLA, CAROLE	\$285.94
CUNHA, ANTHONY V.	\$144,038.57	PERLMUTTER, LESLIE D.	\$1,614.38
CUNHA, PATRICIA F.	\$15,239.53	PERRY, CHAD E.	\$144,569.01
CUNNINGHAM, CHAD	\$43,423.67	PERRY, CRAIG R.	\$126,427.84
CUNNINGHAM, DANIEL	\$69,848.48	PETTER, ANNMARY E.	\$423.19
CURRIN, ERICK P	\$129,643.77	PHEIFER, HOPE	\$335.50
CUSSON, ERICA	\$45.75	PIANTEDOSI, DAVID	\$21,458.34
DA SILVA, EDILANE	\$58,497.66	PIRES, NICHOLAS	\$9,153.51
DALEY, PATRICK	\$5,899.36	PLUCINSKI, KATHERINE	\$622.81
DALTON, JUDITH	\$15,057.60	PLUCINSKI, PETER W.	\$186.81
DAMATO, GAIL A.	\$263.06	POIRIER, ALICE P	\$1,614.38
DARRIGO, KYLE	\$6,529.50	PONTE, MANUEL C	\$81,005.84
DASTI, TINA MARIE	\$27,017.10	PORTER, CATHLEEN	\$16,422.06
DAVENPORT, CHERYL	\$346.94	PREST, KEVIN A.	\$95,254.68
DAVIDSON, JENNIFER	\$5,785.00	PROCKETT, DAVID C.	\$96,703.34
DAVIS, ALLISON M	\$3,588.00	PROTEAU, BRANDON A	\$5,008.93
DELFINO, MICHAEL	\$1,500.00	PROVENCHE, JUSTIN	\$1,200.00
DELVALLE, WILMARY	\$1,437.66	PURIMETLA, RAJITHA	\$83,784.61
DELVECCHIO, NANCY E.	\$63,226.59	QUEST, CAMERON	\$4,865.00
DEMELO, RICHARD	\$10,732.55	QUINN, DONALD J.	\$8,869.78
DEPETER, LUKE A.	\$3,543.75	QUINN, JAMES	\$2,499.96
DERUSHA, BONNIE	\$533.76	QUINONES, KATHLEEN M.	\$114.38
DESAUTELS, JAMIE	\$184,271.55	RAGUSA CATON, ERIN	\$62,607.29
DESIMONE, THOMAS L.	\$36,802.96	RAHN, JOSHUA	\$96,181.08
DESROCHER, RUBY	\$457.52	RAMSAY JR., DAVID H.	\$921.50
DESTINE, MARC S.	\$735.00	RAMSBOTTOM, FRANCIS	\$35,059.49
DEVENEY, JACKSON J.	\$3,337.50	RANTA, MARY O.	\$95.31
DEVOE, CHRISTOPHER M.	\$127,643.75	REA, NANCY	\$5,655.18
DEZUTTER, BRADEN	\$4,205.15	REBER, REBECCA K.	\$2,350.00
DILO, ERON	\$129,155.96	REED MATTHEW	\$86,811.66
DIMARE, CHRISTINE W.	\$53,540.09	REGO, STEPHANIE M.	\$25,875.00
DIMARE, MARIO	\$46,548.69	RESENDES, LILLYANNA	\$3,328.32
DIPERSIO, RICHARD	\$205,825.73	RIBEIRO, CHRISTOPHER	\$47,915.09

DOME, BRIAN	\$80,991.44	RICCIUTI, SUSAN	\$442.26
DONAHUE, ROBERT	\$78,523.64	RICE, LILA	\$7,286.40
DONOVAN, JOHN M	\$27,637.50	RICE, OWEN	\$5,560.53
DORAN, MICHAEL A.	\$105,060.44	RICHARDSON, GARY J.	\$83.88
DOS ANJOS, MAEGHAN	\$72,008.71	RICHARDSON, HOLLY	\$63,176.59
DOWNING, JAMES M	\$110,848.41	RICHMOND, DIANE M.	\$44,776.48
DOWNING, ROGER M.	\$134,286.75	RONDEAU, KENNETH D.	\$3,568.50
DRONEY, PATRICIA	\$15.25	RONZIO, JOAN E.	\$434.63
DUDLEY, PAUL	\$107,460.27	ROSS, SAMANTHA	\$3,157.41
DUFOUR, ANNALISE	\$429.84	ROUSE, LEANNE L	\$52,218.59
DUHAMEL III, JERRY I	\$85,911.01	ROW, DIANE E.	\$430.81
DUPLISEA, KEITH	\$73,256.46	ROYS, PHYLLIS R	\$68.63
DUPLISEA, SCOTT	\$3,000.00	RUGG, MICHAEL	\$58,913.23
DUPRE, DONNA M	\$1,644.88	RUTHROFF, HEATHER N.	\$297.38
EDDY, NANCY E.	\$72.44	RUTHROFF, SUSAN C.	\$663.38
EDIE JR, JOSEPH D	\$3,841.26	RYAN, PATRICK	\$21,360.00
EDIE, JOSEPH D.	\$85,287.39	RYAN, PETER J	\$70,067.56
EISENBERG, PAMELA T	\$6,760.00	RYDER, BLAKE	\$8,274.00
ELIOPOULOS, GEORGE	\$81,767.19	RYDER, ERIC	\$162,064.80
ESPIE, JOSEPH	\$139,382.95	SANCHEZ, AILEEN	\$97,187.64
EVANGELISTI, KATHERINE	\$70,694.68	SANTOS, ADAM	\$30,719.78
EXARHOPOULOS, MARC A	\$154,574.60	SANTOS, FERNANDA B.	\$114,393.54
FAERMAN, CARLOS	\$3,867.15	SANTOS, GABRIELLA L.	\$238.80
FAHEY, ASHLEIGH	\$6,123.34	SANTOS, STEVEN L.	\$106,858.42
FAHEY, LINDA	\$8,782.46	SCESNY, WALTER	\$72,063.38
FAHEY, MATTINGLY T.	\$382.08	SCHAEFFER, KYLE D.	\$107,415.11
FAHEY, OLIVIA	\$5,454.01	SCHIER, MARY	\$95.31
FALKINS, SHON	\$69,541.64	SCHLEGELMILCH, LORI L.	\$68.63
FARRAR, DOUGLAS	\$192,824.79	SCOTT, ANNA	\$429.84
FEIL, PETER	\$125.00	SCOTT, DEREK C.	\$166,873.80
FERREIRA, ADRIANO	\$57,647.37	SCOTT, KARINA	\$70,645.85
FIGUEIREDO, JOSE	\$27,829.78	SHAREK, STEVEN C	\$1,562.48
FIGUEIREDO, VIRGINIA	\$63,418.17	SHAW, HELEN L.	\$10,496.91
FIORIELLO, JOSEPH	\$400.00	SHEA, CHRISTOPHER J	\$220.00
FISCHER, JASON W	\$77,947.67	SHEA, KERIN	\$739.63
FISTORI, LILLY A	\$2,468.00	SHEA, LINDA	\$1,021.76
FITZPATRICK, CHRISTINE	\$1,652.51	SHELKE, POOJA	\$78,110.49
FLYNN, DEBORAH	\$91.50	SHEPARD, JONATHAN	\$9,210.00
FODEN, LINDA E	\$350.75	SHERMAN, RUBY	\$1,663.94
FOLAN, FLORINDA	\$8,100.32	SIMPSON, DAVID	\$1,638.32
FOLEY, RACHEL	\$747.25	SINGH, SUMAIR S.	\$1,867.50
FOLEY, SEAN	\$6,047.27	SINOPOLI, FRANCESCO	\$60,194.15
FONSECA, SIMON	\$63,634.70	SLEEPER, BRIAN	\$45,463.74
FONTES, INEZ M.	\$1,200.94	SMITH, GREGORY E	\$155,216.36
FOSSILE, MICHAEL R	\$33,529.28	SOARES, BRENDA M.	\$122.00
FOSTER, KALI	\$2,669.33	SOLIMINE, NICHOLAS	\$3,419.81
FOURNIER, JOSEPH	\$90,834.67	SOLIMINE, TAYLOR	\$4,280.25
FRANCIOSE, SARA	\$51,630.14	SOUSA, LUDEVINA	\$42,958.09
FRANCOIS, WAYSON	\$3,446.25	SPURIA, LINDSEY	\$8,127.56
FRANCOLINI, SOPHIA	\$18,887.22	ST LOUIS, EDUARDO	\$78,171.96
FRIAS, AVA A.	\$3,198.75	STACEY, MICHELLE	\$32,616.91
FRIAS, HANNAH L.	\$3,198.75	STEARNS, BRIAN D.	\$79,379.21

FULHAM, NANCY L.	\$1,130.00	STEERE, JEFFREY	\$63,232.50
GAFFNY, CAYDEN	\$3,386.45	STUHR, COOPER J.	\$2,932.50
GAFFNY, ERIN	\$389.50	SULLIVAN, THOMAS	\$5,435.75
GALLANT, SHARON	\$9,770.00	SUPERNOR, JEFFREY D	\$400.00
GALLEN, MATTHEW C.	\$625.00	SUPERNOR, MARY ANN	\$1,614.38
GALOFARO, JASON	\$99,776.57	TARANTO, ERIC	\$105,991.52
GARCEAU, ANDREW	\$91,002.93	TASSI-RICHARDSON, MARTHA A.	\$83.88
GARDNER, LISA	\$5,660.00	TAVARES, MICHAEL	\$13,343.89
GAUTHIER, BRIAN E.	\$107,376.91	TERRA-SALOMAO, ANA	\$48,360.80
GHILONI, LINDA M	\$831.97	TESSIER, SHAWN	\$56,763.65
GILLESPIE, SHANNON	\$17,159.98	THEODOSS, MARGARET R.	\$114.38
GILLESPIE-SLOVIN, MACKENZIE	\$41,017.22	TIAN, JINPING	\$128,030.32
GIORGIO, JOHN P.	\$8,445.09	TOLAND, EMMA	\$7,432.84
GIRARD, NICHOLAS B.	\$139,964.55	TRIO, CAROL R	\$160.13
GONZALEZ, CHECIA	\$35,536.96	TRIPP, JESSICA L.	\$7,923.32
GONZALEZ, EUSEBIO	\$33,619.18	TUCKER, KYLE	\$22,944.08
GOULD, CYNTHIA L.	\$14,623.43	UHLMAN, ALYSSA	\$10,142.10
GOULD, JONATHAN W.	\$169,862.40	VAIDYA, NEIL	\$130,879.13
GOULD, WILLIAM D	\$173.70	VALERA, JASON	\$188,233.43
GRAHOVEC, AUDREY	\$831.13	VARTABEDIAN, BENJAMIN E.	\$4,026.01
GRANSTAFF, NICOLE R	\$9,336.32	VASILE, NOLAN P	\$3,360.00
GRAY, WILLIAM K	\$22,218.71	VEO, JUSTIN C.	\$100,023.46
GREEN, THOMAS C.	\$800.00	VEO, SHAMUS T.	\$143,906.02
GREENO, DEBORAH	\$255.44	VEO, TIMOTHY P	\$540.00
GREGORY, THOMAS	\$201,340.72	VERGANO-LAUGHTON, MARIANNE	\$144.88
GRESKA, DONNA	\$13,176.07	VEZEAU, CHRISTOPHER J.	\$86,202.03
GRIFFIN, CHRISTINE	\$11,012.44	VICKERY, TERESA	\$35,899.19
GRIFFIN, MARK A.	\$79,119.10	VROOM, MICHAEL S.	\$254,529.60
GRIMLEY, BRENNAN	\$53,674.82	WALKER, MELONY A.	\$1,702.07
GUENARD, CHAUNCEY	\$2,970.75	WALLING, MARY	\$297.38
GULLIVER, LIAM	\$6,551.40	WALSH, BRIAN	\$74,863.60
GUTHRIE, MICHAEL A.	\$5,267.65	WALSH, CAILIN	\$49,191.80
HABERMEHL, JANICE E.	\$30.50	WALSH, STEVEN	\$87,419.97
HANNON, DANIEL	\$88,883.79	WALSH, STEVEN K	\$7,996.95
HARRINGTON, BRIAN A.	\$185,737.83	WEAGLE, LIAM	\$470.07
HARRINGTON, KERRY	\$4,770.00	WEAGLE, WILLIAM D.	\$94,392.55
HARRITY, KATHLEEN	\$484.20	WEAVER, STEPHEN J.	\$97,220.86
HARTMAN, JOHN	\$240.20	WELLS, LUANN	\$14,783.50
HASKINS, HEATHER M	\$659.57	WERNER, KEVIN M	\$138,441.77
HATSTAT, JASON	\$96,928.24	WESINGER, JOHN	\$8,451.00
HAYDEN, JESSE	\$178,945.71	WHEELER, JENNIFER A.	\$11,977.48
HELINEK, PAMELA	\$94,218.18	WHITE, JOHN E	\$132,759.58
HODGE, DONALD A.	\$8,198.40	WHYNOT, MARC	\$41,173.11
HOLLICK, MARK R	\$1,326.07	WINSLOW, CHRISTOPHER	\$16,962.35
HOLMES, CAROL D.	\$63,822.55	WOOD, CAROL	\$4,852.27
HOPKINS, ADAM	\$136,320.06	WOOD, EMMA	\$3,313.07
HORTON JR., AARON	\$506.25	WOOD, JEFFREY R.	\$55,431.87
HORTON, KIM	\$926.44	WOOD, KATHLEEN	\$65,770.34
HOWLAND, JOHN	\$30,947.49	WOODCOME, GILLIAN	\$423.75
HUBERT, RICHARD D	\$110,074.58	WOODLAND, JOANN	\$224.94
HUDSON, NANCY	\$114.38	WORDELL, JOAN M.	\$92,894.44
HUGHES, PAUL	\$1,240.00	WRIGHT, SHANNON	\$976.00

HUREAU, PAULINE S.	\$438.44	YAN, XIAOFENG	\$194,169.82
HURLEY, BRIDGET	\$83,294.72	YATES, CAMERON	\$3,206.32
HURLEY, MICHAEL	\$102,114.76	YATES, CHRISTOPHER	\$533.75
HYDE, DOUGLAS B.	\$16,250.00	YATES, JOHN F	\$207,546.78
JACKSON, ASHLEE	\$2,832.70	YATES, NOLAN	\$3,000.45
JACKSON, DYLAN	\$2,980.00	YORSTON, RACHEL N.	\$3,817.50
JACOBS, ANN T.	\$343.14	YORSTON, SYDNEY	\$3,671.25
JANEIRO, JOSE	\$83,137.98	ZIEFF, JULIE	\$46,411.03

School Wages 2024

ABELY, LAURA K	\$102,759.56	LAHEY, CAITLIN F	\$101,638.49
ADAMSKY, RACHEL A	\$23,098.50	LAMBURN, MATTHEW R	\$4,306.00
AHEARN, ERIC M.	\$90,785.94	LANCELLOTTI, NANCY M	\$48,775.04
AHEARN, NEIL M	\$4,306.00	LANDRY, ERICA A	\$28,741.13
AHEARN, NOLA M.	\$45,112.11	LANE, LINDA M	\$102,854.45
AHLSTROM, CHARISSA	\$81,111.01	LANE, MARISSA A	\$37,194.22
AHMARI, FATEMEH	\$34,627.04	LANGAN, KRISTOPHER E	\$92,765.29
ALBOTA, ELIZABETH	\$98,592.25	LANGEVIN, MICHAEL P.	\$52,453.83
ALDRICH, ELIZA A	\$16,446.37	LANGLOIS, CHRISTIAN T	\$105,787.31
ALLARD, JENNIFER N	\$118,071.98	LANTZ, YOHANNES	\$420.00
ALMEIDA DE SANTANA, YNESSA	\$10,425.02	LAROCQUE, BRENDA O	\$66,334.95
ALMEIDA, DIELISTANCE	\$17,612.86	LATTANZI, MICHELE	\$30,909.70
ALMEIDA, JESSICA M	\$61,136.73	LAVOIE, NATHAN A	\$70,319.91
ALMEIDA, MARIA	\$98,120.03	LAZAROS, DEBRA L.	\$110,601.47
AMARAL, MELANIE S.	\$101,843.82	LEAO, MARLON	\$4,491.14
ANDERSON, DANIEL R	\$2,988.00	LEARNED, ERIN MARIE	\$105,443.86
ANDERSON, PHILIP W	\$34,573.14	LEDUC, CHRISTINE E	\$28,901.63
ANDERSON, WENDY M	\$107,142.01	LEFEBVRE, TROY A	\$94,023.19
ANDRADE, PAULA A.	\$30,819.68	LEGER GIONET, JAIME M.	\$101,431.86
ANJOS, STEPHANIE A	\$4,930.01	LEGER, LISA ANN	\$96,244.95
ANSARA-STACHOWSKI, KRISTINA M	\$94,497.18	LEIDAL, MARY KATE	\$99,938.02
ANTUNES, LUIS	\$92,186.59	LEISURE, MELISSA S	\$11,802.35
APPEL, REBECCA L	\$90,108.77	LENTINO, JOSEPH A.	\$103,293.94
ATTAWAY, CARRIE A	\$84,268.62	LEONOR, LUDMILLA	\$62,466.80
ATTAWAY, ZACHARY J.	\$8,825.00	LESAGE, JONATHAN M	\$110,601.23
AUGUSTO, SHEILA	\$38,006.97	LESAGE, KERRI A	\$99,027.26
AUSTIN, MAUREEN	\$98,697.18	LETOURNEAU, JENNIFER B	\$108,012.43
BAKER, LORI A	\$36,842.13	LEVEILLE, STEVEN C	\$51,639.43
BALDRATE, KARL J.	\$16,432.10	LEVELL, DIANE M.	\$35,487.97
BANGALORE, SHYAMALA S	\$24,401.46	LEWIS KANE, LISA	\$99,170.22
BANIUKIEWICZ, CHRISTINE E.	\$87,510.55	LEWIS TRODELLA, BOBBI- JO	\$4,201.00
BARBOSA, JOAO R.	\$57,826.89	LEWIS, JENNIFER L.	\$98,582.53
BARBOSA, MICHAEL A	\$52,550.29	LEWIS, KEVIN E	\$2,555.57
BARGE, BRENT A	\$5,617.50	LEWIS, KIRSTEN M	\$27,325.79
BARGE, KAILYN J	\$14,246.14	LIBBY, JENNIFER	\$31,955.13
BARKER, CARISSA L	\$88,444.75	LIBBY, LAWRENCE R	\$12,032.44
BARTLETT, KERRY A	\$97,089.97	LIMA, HOPE M	\$17,557.92
BASTOS, NATHALLY H	\$2,160.00	LLOYD, ELIZABETH	\$102,243.94
BAYREUTHER, LAUREN E	\$31,619.90	LOHNES, CALYSSA M	\$7,816.77
		LOPES, NOAH	\$13,833.36

BEACH, LARA L	\$107,287.51	LOVEJOY, AUBREY	\$4,306.00
BEAUCHAMP, SHELLY	\$100,922.14	LOWNEY, CARIE A	\$95,945.07
BECCIA, WILLOW	\$2,730.00	LUZ, KEVIN M	\$51,993.05
BELCOURT, LORI E	\$22,878.06	LYNDE, RACHEL M	\$2,062.00
BELL, EMILY A	\$13,380.70	MACDONALD, ALYSSA L	\$1,997.00
BELL, MEGAN S	\$24,502.84	MACDONALD, CAMERON E	\$248.00
BELLI, LEONARD P	\$134,300.00	MACHADO DE SOUZA, DANIELA C	\$62,499.14
BENNETT, MEGAN P	\$16,352.44	MACHADO, JUAREZ E.	\$72,048.49
BERTHIAUME, JESSICA L	\$29,211.03	MACLEOD, STACY L.	\$106,834.49
BERTONI, WILLIAM	\$96,702.07	MACPHERSON, EMILY R.	\$26,756.81
BESERRA, LAYSSE M	\$28,770.26	MADDEN, APRIL	\$27,687.26
BEVERIDGE, AMETHYST J	\$4,470.28	MADRID DE LA ROSA, JUAN M.	\$77,696.51
BIANCHINI, JUNE	\$48,846.52	MAESTRI-GOODNOW, LINDA M.	\$107,787.43
BLAKE, BRIAN R.	\$106,687.43	MAGLIONE, BARBARA C	\$56,183.75
BLEAKNEY, RONALD J	\$4,521.59	MAGUIRE, CASSIA PAULINE	\$56,741.24
BLISS, CHESTER B	\$37,796.72	MAHLERT, ROBERTA	\$98,800.03
BLOOD, DANICA R	\$1,240.00	MAIORANO, PAUL J	\$85,399.99
BOGIGIAN, MELINDA J	\$95,848.22	MAIURI, SANDRA C	\$87,744.28
BOHIGIAN, LAUREN	\$72,556.06	MANCINI-KOERTEN, DARLENE M	\$18,520.91
BOUCHARD, MEGAN E.	\$72,410.60	MARCHESE, JOAN	\$100,022.14
BOUDREAU, KEVIN S	\$12,671.55	MARIN, HOPE F.	\$96,992.25
BOULE, JOHN W	\$46,599.68	MARINHO SANTA, TAYSHA	\$7,876.00
BOURE, ANDREA A.	\$96,645.86	MARTIN, RACHEL L	\$2,472.50
BOURQUE, ERIN M	\$26,112.20	MATTHEW, ERICA J	\$108,577.31
BOWEN, HEIDI	\$111,717.79	MAURATH, KIEL J	\$97,671.85
BOWEN, LAURA E	\$9,767.00	MAURO, DANIELLE L	\$840.00
BOWEN, ROBERT D	\$58,224.23	MAURO, MARTHA M	\$28,340.63
BOWEN, SUSAN J.	\$91,925.54	MAYFIELD, LIAM J	\$51,630.08
BOWER, OLIVIA B	\$4,164.38	MCANESPIE, DANIEL R.	\$121,702.46
BRAAT-CAMPBELL, SYTSKE	\$90,975.48	MCCARLEY, MOLLY K.	\$107,687.27
BRADFORD, CAITLIN	\$106,455.78	MCCORMACK, RACHEL M	\$23,394.85
BRAGA, MARIA M	\$51,264.37	MCCROBIE, CASEY M	\$55,159.89
BROUWER, SUSAN	\$40,679.98	MCDONALD, PAMELA J	\$58,571.61
BROWN, ALISHA M	\$56,918.58	MCDONNELL, LAUREN M	\$12,101.81
BROWN, MARY J	\$3,008.67	MCGINTY, SHANNON R	\$28,365.71
BROWNING, JACQUELINE	\$105,606.06	MCGOWAN, JULIE ANN	\$108,112.27
BUCKLEY, KELLEY E	\$30,526.21	MCGRATH, LINDA A.	\$32,150.89
BUDNY, ALISE D.	\$125,227.12	MCGREGOR, SARAH R	\$1,609.72
BUDREWICZ, CHERYL A	\$3,216.00	MCKITISH, CHRISTINA M.	\$101,785.30
BUNYON, BRIDGET W	\$59,653.40	MCLAUGHLIN, SHARON	\$12,889.89
BURGER, BENJAMIN W	\$25,988.85	MCMAHON, ELIZABETH H.	\$3,799.58
BUSCEMI, TERRI	\$105,382.97	MCMAHON, JAMES T.	\$29,661.25
BUSHEY, JORDAN M	\$50,665.08	MCMASTER, JULIE E.	\$99,922.14
BUTLER, JOANNE M	\$2,464.50	MCMENEMY, RACHEL M	\$110,162.31
BYRD, JESSICA S	\$102,843.11	MCMURRAY, ERIN K.	\$102,526.99
BYRNE, MICHELLE	\$44,280.90	MEDEIROS, JASON W	\$148,139.33
CABRAL, KELLY J.	\$106,960.35	MENEZES, PATRICIA	\$6,952.52
CABRERA-VALLE, NESTOR	\$12,092.28	MERO, COURTNEY I	\$22,554.45
CABRITA, SUSANA N	\$90,180.67	MERRA, JUDITH M	\$50,804.66
CAISSIE, MELISSA	\$7,517.00	MERTZ, JACLYN P	\$95,895.07
CALANDRA, BEVERLY T	\$10,118.67		

CALANDRA, TRACEY A.	\$101,843.70	MICKEL, SARAH L	\$72,129.49
CALOGGERO, ANNEMARIE E.	\$100,622.14	MIELE, BRIANNA M	\$54,030.87
CALOGGERO, TALIA	\$1,469.88	MIELKE, SARAH E	\$99,193.04
CALVANESE, KIMMARIE	\$106,360.35	MIKULA, JENNIFER L.	\$22,883.96
CAMPBELL, ELIZABETH D	\$1,978.00	MIKULA, SARA J	\$54,066.36
CAMPOI, ADRIANA L	\$30,157.75	MILLER, JAN H	\$409.50
CANASTAR, KRISTINE R	\$10,264.98	MILLETTE, MARY K.	\$98,597.18
CARBONELL, CAROLYN C	\$42,784.75	MONGEAU, DONNA J	\$81,413.93
CARLSON, BERNADETTE M	\$34,364.30	MONROE, FLOR A	\$12,863.07
CARME, GABRIEL J	\$3,797.50	MONTEIRO, MICHELLE J	\$60,610.04
CARON, JASON P.	\$106,030.78	MONTI, CAMRYN A	\$6,046.56
CARTER, DENISE E	\$77,694.72	MOORE, KATELYNNE M	\$17,706.74
CASELLA, JENNIFER	\$787.50	MORALES, DORIAN L	\$40,114.47
CASELLA, STEVEN C	\$15,213.41	MOREAU, JEANETTE L	\$37,244.22
CASSIDY, CAITLIN P	\$459.92	MOREIRA, JULIA S	\$7,080.00
CASSIDY, CARA ANNE	\$9,382.68	MORGAN, ABIGAIL CB	\$18,924.03
CASSIDY, THOMAS S	\$4,306.00	MORRISON, CHELSEA A	\$12,151.81
CASTO, JESSICA L	\$25,482.73	MORRISON, IDALYS A	\$8,737.35
CATANZARO, JULIE	\$28,014.56	MULLAHY, TY J	\$459.92
CAUTELA, ELIZABETH C	\$3,909.32	MULLONEY, BEATRICE B	\$49,563.16
CECELYA, JOANNA L	\$46,277.65	MURPHY, BRAEDEN R	\$2,136.00
CEDRONE, HANNAH E	\$31,193.84	MURPHY, CATHERINE A	\$94,465.29
CELLUCCI, KATE G.	\$103,268.78	MURPHY, HEATHER	\$104,226.86
CELULARO, DIANA L	\$3,960.00	MURPHY, JENNIFER R	\$19,479.82
CHAMBERLAIN, MICHAEL W	\$2,678.00	MURPHY, MARTIN J	\$9,767.00
CHAMPIGNY, DAVID	\$134,341.91	MURPHY, NICHOLE L	\$87,893.17
CHANDONNET, LAUREN JOYCE	\$86,146.59	MURPHY, SEAN A	\$6,099.50
CHARBONNEAU, GILLIAN M	\$65,779.53	MURPHY, SHAUNA E	\$76,609.46
CHARBONNEAU, KRISTIN R	\$99,922.14	MURTA, PAULO R	\$70,364.71
CHARBONNEAU, LINSEY J	\$100,560.06	NANARTOWICH, MICHAEL S	\$9,767.00
CHARTRAND, JANE	\$30,767.68	NAPOLEONE, MICHAEL T	\$3,086.00
CHAVES, MAURA F	\$15,121.43	NEARY, KASI L	\$78,401.79
CHERNAUSKAS, CASSANDRA G	\$28,713.91	NELSON, MARCIA R	\$541.35
CHERNISKY, JENNIFER M	\$59,499.96	NEMEROWICZ, CAREY	\$97,345.19
CHERRY, MELISSA	\$99,960.06	NEMEROWICZ, MARIA G.	\$107,212.27
CHILTON, LYNDA J	\$85,009.94	NEVES, BEATRIZ TANICO	\$15,654.12
CIESLUK, ARIANNA L	\$81,730.75	NICOLSON, SHANNON K	\$66,694.80
CIESLUK, CAMERON G	\$76,199.99	NIEDERMEIER, ELAINE	\$25,696.74
CIPOLLA, JENNIFER M.	\$97,454.20	NIELSEN, WHITNEY B	\$99,395.01
CLARK, CALIE L	\$12,221.19	NOCKLES, ELIZABETH	\$102,891.00
CLARK, JENNIFER L.	\$102,243.94	NOTARO JR, MICHAEL S	\$5,461.00
CLONAN, MELISSA J	\$97,445.42	NOTARO, MICHAEL S	\$9,887.00
COBB, DENISE C	\$67,301.99	NUGENT, KATHLEEN A	\$107,112.27
COELHO, DIONE	\$104,292.22	NUNEZ, ALEXANDRA M	\$2,362.50
COLARULLO, LINSEY D.	\$102,668.78	NUNEZ, GEORGE M	\$919.84
COLBERT, JARED	\$55,075.98	NUNEZ, JORDAN A	\$12,292.28
COLBERT, KIM M	\$82,584.14	NUSSLE, MEGAN B	\$11,423.04
COLE, CAITLYN E	\$26,188.72	NYSTROM, FELICITY A	\$877.50
COLE, LAUREN T	\$1,724.70	O'BRIEN, ANDREA M	\$72,068.98
		O'BRIEN, JAMES	\$3,990.00
		O'BRIEN, KRISTOPHER M	\$2,062.00
		O'BRIEN, LISA MARIE	\$35,208.09

COLEBOURN, JACQUELINE A	\$1,840.53	O'CONNELL, TANYA M	\$75,775.84
COLEBOURN, JENNIFER A	\$105,956.52	O'DONNELL, PATRICK J	\$72,090.47
COLETTI, JONATHAN F.	\$41,570.20	OLIINYK, KARA E	\$44,256.47
COLON, DENISE	\$11,369.63	OLSON, NANCY E	\$30,936.13
COLONNA, EMILY E	\$43,585.42	O'MALLEY, ALLYSON	\$97,143.78
CONKLIN, ZACHARY	\$62,899.89	ONDRUS, CASEY J	\$689.88
CONLEY, ASHLEY E.	\$94,048.19	OSBORNE, EMILY	\$66,338.07
COOLEY, ANNA C	\$81,649.10	O'TOOLE, SUSAN	\$28,490.63
CORREIA, ASHLEY R	\$72,750.58	OWEN, LEIA	\$516.00
COTHRAN, ERIN M.	\$103,913.86	PACKARD, LEAH	\$114.98
COUGHLAN, RORY J.	\$95,020.03	PAGE, CYNTHIA L	\$14,000.35
COUGHLAN, TAMMY A	\$58,498.64	PALAIMA, NICOLE M	\$27,762.26
COVIELLO, DEBORAH	\$107,212.27	PAOLETTA, KATIE L	\$106,360.35
CRAPULLI, RENEE K	\$77,794.51	PAQUETTE, HEATHER A	\$54,147.54
CROGAN, ALEX J	\$6,457.00	PARKER, BRADLEE A.	\$1,305.00
CRONIN, KATIE L	\$3,570.00	PATRY, KAREN	
CRONIN, MELISSA A.	\$107,112.27	GOODEMOTE	\$35,802.62
CROWLEY, KATHRYN T	\$15,872.36	PATTERSON, BROOKE C	\$96,214.22
CRUISE, GRAHAM S	\$77,344.87	PATULAK, GLORIA S.	\$967.50
CRUZ, MELISSA J	\$68,954.55	PATULAK, MICHAEL A	\$1,075.00
CUNNINGHAM, BARBARA J	\$30,602.18	PAULIN, CAITLIN E	\$2,975.00
CUNNINGHAM, ERIN	\$8,174.41	PAULINO, MIRANDA U	\$13,961.60
DACOSTA, FILIPE M	\$56,918.58	PAVANELLA OLEGARIO, NATHALY	\$70,323.11
DAIGNEAULT, MICHELLE R	\$100,010.06	PAVAO, CARLA B.	\$108,884.49
DAILEY, RYAN A	\$99,497.30	PAVAO, JUDY B.	\$108,439.43
DAMASCENO, ROSANGELA M	\$14,465.68	PAYNE, JESSICA A	\$3,712.50
D'AMICO, HEATHER N	\$1,485.00	PAYNE, MACKENZIE R	\$3,909.75
DANIELS, JULIANNE S.	\$108,392.93	PEARDON, ELAINA F	\$27,284.29
DANTAS RODRIGUES, SONIA F	\$85,032.89	PEARSON, AYANNA M	\$27,134.29
DAVIS, SARAH	\$127,337.30	PEIXOTO, MIKAELA LCR	\$33,091.22
DE LA CRUZ, FLORA	\$30,149.08	PEPPERSACK, ALANA C	\$70,109.71
DECOSTE, KENNETH A	\$30,031.75	PEREIRA, ISABEL M.	\$31,042.12
DELGIZZI, JACK	\$2,680.00	PERSICO, PAUL G	\$53,042.59
DELGIZZI, THOMAS P	\$6,907.00	PIERCE, ASHLEY	\$14,910.57
DEMIRJIAN, MELISSA K	\$649.00	PIETRAS, MARK R	\$2,759.52
DENSON, MICHELE M.	\$2,340.65	PIMENTEL FARIA, ANA FILIPA	\$106,774.48
DEROY, MAUREEN T	\$97,570.03	PIRES, NICHOLAS J	\$5,332.00
DEVEREAUX, DEBORAH B	\$29,599.75	PLACKOWSKI, AMY L	\$104,743.94
DEVIVO, ANGELA	\$28,071.29	PLANTE, MADISON L	\$47,584.44
DEVLIN, BRIANNA R	\$3,046.97	PLASSCHE, MAEVE E	\$52,689.14
DIFOLCO, JOSEPH F	\$59,441.54	POIRIER, DECLAN J	\$5,155.44
DIFONZO, MELISSA	\$101,637.62	POKORNEY, COLLEEN E	\$2,291.00
DILLMAN, SUSAN B.	\$70,695.39	POLOMARENKO, TAYLOR L	\$69,803.08
DIMEO, ALESSANDRO A	\$8,124.96	PONTE, JEFFREY B.	\$4,622.00
DOBLE, SARAH E	\$2,299.60	PORTER, ALYSSA S	\$1,741.50
DOMINGUEZ, ELBA	\$45,163.73	PORTER, PAMELA	\$109,080.35
DOMKE, EDWARD A	\$7,944.21	POWELL, ADAM J	\$26,417.58
DONAHUE, MARCIE K	\$28,216.13	POWER, ASHLEY C	\$71,467.19
DONAHUE, PATRICK J	\$4,831.00	POZMANTER, SARAH F	\$67,323.82
DONAHUE, ROBERT W	\$4,201.00	PRIMEAU, KIMBERLY A	\$92,565.35
		PRINCIPE, MAUREEN N	\$105,873.82
		PROCKETT, CYNTHIA C.	\$92,823.59

DONOHUE, LEAH	\$27,432.79	PROUJANSKY-BELL, MAIA	\$84,447.18
DOROTHY, SHARLENE S	\$107,387.43	PROVOST, KATHLEEN A	\$138,350.37
DOUCET, SHELBY M	\$60,794.90	PUPECKI, LAUREN C	\$111,231.42
DOWNIN, ALISON E	\$229.96	QUALITZ, DONNA M	\$2,666.76
DRAPEAU, MICHELLE H	\$110,673.43	QUILL, MARGARET J	\$102,243.94
DUARTE, TIAGO X	\$40,212.93	QUINN, BRIAN M.	\$104,893.78
DUFFY, EMMA M.	\$63,803.34	QUIRION, LONNIE J	\$97,969.95
DUFROMONT, JENNIFER LYNN	\$59,008.14	RAMALHO, ROBERT J	\$51,510.03
DUFROMONT, SARAH E	\$17,635.50	RAMOS, LISETTE	\$14,232.87
DUKE, ANNE M	\$112,231.42	RAMOS, MARIA F	\$49,891.22
DUKE, LAUREN M	\$23,316.41	RASK, SUSAN G	\$9,560.00
DUNLAP, CAROLE	\$7,887.64	REAGAN, ANDREA E	\$69,340.98
DUNNER, KAREN	\$35,359.62	REAGAN, BRIAN K	\$203,499.98
DUSK, ANGELA M.	\$68,711.32	REGH, PATRICIA A.	\$107,112.27
EADIE, KAREN E	\$94,523.07	REGO, JORDYN J.	\$27,348.79
ECKELMAN, SANDRA	\$32,296.49	REID, ALEXANDER B	\$3,178.00
EDMANDS, KARISSA	\$69,858.30	REILLY, KASSANDRA J	\$23,454.45
ELSTON, ISIS C	\$2,150.00	REINHARDT, TIMOTHY H	\$117,045.43
ELYSEE, KEWOLD	\$52,541.83	RESENDES, ALEXANDER E	\$4,204.38
EMERSON, SAMANTHA E	\$71,152.58	RHODES, JEFFREY	\$24,714.87
EMMONS, PATRICIA A. S.	\$93,262.06	RIBEIRO SERRA, ANIBAL JOSE	\$106,156.43
ERATH, KELLIANNE	\$4,201.00	RICCIUTI, MARIA M	\$107,762.19
ERICKSON, MARSHALL C	\$3,570.00	RICHARDS, THERESA	\$1,462.50
EVANS, JILL M	\$27,939.80	RICHARDSON, DANIELLE L	\$19,963.39
FAHEY, DANIEL	\$89,648.70	RICHARDSON, STEVEN D	\$26,218.72
FAHEY, MOLLY N	\$2,127.19	RIDEOUT, MARK S	\$3,362.00
FARLEY, MICHELLE	\$96,793.11	RIVELA, KATHLEEN M.	\$96,745.19
FARRAR, JAMIE L	\$57,851.17	RIVERA BURGOS, EDDIE X	\$47,050.00
FARRELL, THOMAS C	\$5,822.50	RIZZO, STEPHANIE M	\$101,337.18
FAZIO, JOHANNA	\$79,607.86	ROACH, VICTORIA L.	\$107,994.60
FELEJA, STEPHANIE S	\$75,630.12	ROBBINS, JESSICA J	\$25,214.55
FERREIRA, ANDRESSA	\$8,517.84	ROBINSON, JAMES N	\$22,655.67
FIGUEIRA, CATARINA	\$94,496.40	RODRIGUES DOS SANTOS, CLEONICE	\$51,844.53
FIGUEIREDO, EMILY	\$117.00	RODRIGUES, KAYLA A	\$1,912.50
FILIPE-MATHEWS, MARY M	\$4,378.76	RODRIGUES, MEAGHAN	\$74,720.21
FINN, JENNIFER	\$2,341.00	RODRIGUES, MICHELLE M	\$57,906.11
FINNE, ELIZABETH EJ.	\$106,687.43	RODRIGUES, ROMEU M	\$56,494.92
FINNEGAN, KAYLA R	\$14,450.19	RODRIGUEZ, EDUARDO J	\$4,782.75
FIRTH, WILLIAM W	\$344.94	RODRIGUEZ, STACEY A	\$91,436.25
FISHER, HEATHER RENEE	\$100,947.06	ROUSE, JESSICA L.	\$44,202.17
FLOOD, SEAN T	\$3,502.00	ROY, TIMOTHY	\$81,783.36
FOLAN, SHANNON E.	\$13,398.58	RUBINO, MARIANNE J	\$819.00
FONTES, ALDA L	\$14,228.39	RUIZ PINEDA, JOHN J.	\$95,845.07
FORD, LARA D.	\$103,145.98	RUIZ, SONIA MJ	\$131,390.99
FORTUNA, PATRICK H	\$33,953.95	RUSSELL, ELIZABETH	\$78,404.95
FORTWENGLER, SPENCER	\$9,244.00	RUSSELL, ERIKA L	\$84,268.62
FOSTER, SARA M	\$5,461.00	RYAN, CARLENE C.	\$114,860.87
FRANCA ORTIZ, BRUNA O	\$50,500.10	RYLL, ANGELA M	\$85,009.94
FRANCOLINI, SHELLEY ANN	\$34,137.54	SABO, MARCIO R	\$20,000.44
FRANKIAN, ASHLEY	\$24,289.75	SACCO, STEPHEN P.	\$107,112.27
		SACHS, LAURIE J	\$3,570.00

FREEMAN, THOMAS C	\$29,362.74	SACK, SHAYNA M	\$21,583.71
FREID, KATHERINE	\$114.98	SAIA, LISA A	\$2,472.50
FREITAS, CASSIA F	\$99,922.14	SALIGA, JOSIE E	\$15,953.44
FREITAS, MICHELLE M.	\$97,710.26	SALMAN, DIANE M	\$104,808.32
FREUND, HALEY S	\$32,836.86	SANCHEZ, HANNAH K	\$83,734.36
FRIAS, NELY C	\$20,329.82	SANKO, MATTHEW M	\$95,056.03
GAFFNEY, KIMBERLY M.	\$98,870.03	SANTIAGO-SILVESTRI, JOSEPH J	\$94,646.14
GAFFNEY, LILLA M.	\$3,340.48	SANTOS, ARISTIDES	\$56,573.09
GAFFNY, ERIN L	\$99,497.30	SANTOS, DANIELLA DN	\$40,848.15
GAFFNY, MATTHEW B.	\$125,799.91	SANTOS, MARA JULIANA	\$91,998.22
GAGLIONE, JEFFREY T	\$139,997.34	SANTOS, NICOLE L	\$4,248.00
GALANTE, LINDSAY A	\$225.00	SARDELLA, KELLY C	\$124,311.89
GALE, DANIEL J	\$159,530.78	SASAKI, YASUKO	\$11,493.98
GALLO-KNIGHT, ANNA M	\$103,223.20	SAWYER, AUSTIN L	\$8,928.14
GANTZ, SCOTT B	\$20,209.46	SCANLON, RACHEL A.	\$124,624.02
GARFINKEL, IXANDER	\$3,763.94	SCHILLER, BETH A.	\$99,168.53
GAROFALO, COLEEN	\$102,668.78	SCHOFIELD, MARY C	\$403.44
GARY, MICHAEL S	\$37,094.22	SCHUCK, ELLEN K.	\$124,684.89
GASEK, MEGHAN M	\$99,753.33	SCHUMANN, ANDREW B	\$26,112.22
GAUDERE, CYNTHIA R	\$7,183.00	SCHWARTZ, CARY Z	\$102,504.70
GAUDERE, WILLIAM G	\$9,175.00	SCZERBINKSKI, KARA L	\$39,869.59
GAUDETTE, MARCIA C	\$51,210.79	SEAGRAVE, TARAH	\$34,899.04
GAUTHIER, CHRISTOPHER	\$23,464.04	SEGU, CHRISTOPHER M	\$26,063.21
GELLENTHIEN, REBECCA R	\$689.88	SEQUENZIA, MARIA L.	\$99,922.14
GHIZE, DIANE R	\$300.00	SERAICHICK, MARY E	\$21,666.43
GIANSANTE, SARAH	\$110,165.18	SETTI ULSON DE SOUZA, FERNANDA	\$32,328.72
GIGUERE, JAELYN R	\$7,359.15	SEYMOUR, ALYSON	\$34,815.45
GIGUERE, ROBIN M	\$2,365.00	SEYMOUR, DEBORAH	\$41,454.10
GINSBERG, MELISSA N.	\$99,922.14	SHEBAK, KIANA R	\$6,668.75
GIRARD, RAYMOND W.	\$4,306.00	SHEKLETON, MICHELLE L	\$43,955.87
GIUGLIANO, CAROLYN C	\$23,511.92	SHERIDAN, TIMOTHY J	\$61,471.39
GLINES, TODD M.	\$107,112.27	SHERWOOD, KRISTIN E	\$11,527.28
GOLDBERG, ANGIE E	\$97,940.13	SHOWN, DONNA M	\$18,606.22
GOMEZ ALVERNIA, YENNIS D	\$12,931.72	SHURTLEFF, ELIZABETH S	\$517.41
GONCALVES MOREIRA, MAFALDA C	\$73,034.69	SHURTLEFF, MELLYN G	\$61,399.17
GONCALVES, TIAGO A.	\$75,000.89	SILVA, MARIA D.	\$60,069.05
GONZALEZ, BARBARA M	\$10,763.49	SILVA, TEREZINHA R	\$48,172.08
GORDON, EMILY L	\$59,226.85	SIRUGE, MONIQUE T.	\$13,314.44
GOUGH, CAROL A	\$95,845.07	SKOOG, ISABEL M.	\$21,756.38
GOULD, HALEY C	\$3,106.48	SLIWINSKI, KERRY E	\$28,291.13
GOULDING, TIMOTHY A	\$84,957.78	SMITH, RITA	\$109,992.60
GOULD-WINDERS, JESSICA L	\$105,992.12	SMITH, SUZANNE L	\$30,347.15
GOUVEIA, DENISE M	\$3,131.73	SMITH, WENDY M	\$80,169.60
GOVER, RYAN J	\$93,668.62	SNOW, MARYA C.	\$12,856.71
GOVONI, KAMRYN	\$1,207.29	SNYDER, ZOEII C	\$31,303.62
GRACA, KYLIE S	\$702.00	SOLAEQUI, STEVEN	\$12,775.36
GRACA, RENEE Q.	\$74,451.73	SOMERS, KRISTINE L	\$39,508.80
GRAFFEO, JEANNIE	\$113,974.93	SOSA, ALEXANDRA C	\$25,186.55
GRAVELLE, JAMIE L	\$96,369.95	SOSA, JOSE A.	\$71,219.60
GREEN, LAURA E	\$7,356.99	SOSA, LINDSAY M	\$37,708.38
		SOSA, MATTHEW A	\$5,902.36

HAAPANEN, ANDREA R	\$96,822.11	SPADAFINO, KRISTIN M	\$99,632.92
HAIDOUSIS, KERRI A	\$59,653.40	SPINA, ANIA K	\$65,188.60
HALEY, KELLY A	\$4,487.00	SPUNGEN, KATARINA G	\$14,414.85
HAMILTON, AMY L.	\$107,112.27	STACEY, MICHAEL S. G.	\$58,000.80
HAMILTON, WILLIAM S	\$18,432.08	STEINHAUS, ASHLEY S.I.	\$43,606.87
HANNAN, KATHRYN B	\$33,708.07	STILLMAN, JILLIAN N	\$106,487.31
HANSON JR, CHARLES W	\$3,431.30	STRAUSS, CHRISTINA L	\$90,373.10
HARLOW, JULIE ANN	\$22,875.67	STRAZDUS, BENJAMIN C	\$344.94
HARMON, MELISSA J	\$56,607.48	STURTZ, CHLOE K	\$5,696.50
HARRINGTON, TREVOR	\$3,530.00	SUAREZ-DOS RAMOS, MARIA	\$89,835.61
HARTMAN, TAYLOR	\$19,415.07	SULLIVAN, ELIZABETH	\$60,253.40
HATSTAT, DIANA L	\$85,109.94	SULLIVAN, SANDRA SILVA	\$100,433.18
HAUFE, MADELINE R	\$3,362.00	TALLEN, DELIA	\$39,444.90
HAUVER, BRYAN	\$6,000.00	TANUS SIRUGE, JULIANA	\$3,409.83
HAWES, KAELEIGH A	\$85,459.87	TAVARES, JESSICA E	\$1,494.74
HEHIR, SUSAN ANN	\$106,687.43	TEMPLE, MARIA	\$11,377.25
HENAULT, EMILY	\$32,045.25	THEBADO CERNA, NICOLE	\$43,199.02
HENDERSON, DIANA E	\$90,789.65	THOMAS, ANN E	\$93,835.23
HENDRICKSON, REBECCA L	\$74,249.67	THOMAS, MICHAEL L	\$54,573.76
HENNIGAN, STEPHANIE M	\$28,822.13	TKACHUK, REBECCA A.	\$99,644.34
HENRY JR, MICHAEL GM	\$114.98	TOBIN, NANCY C.	\$56,963.47
HENRY, LAURIE B	\$95,945.07	TOBLER, JOCELYN M.	\$107,112.27
HERRING, THERESA J	\$13,112.32	TOMAZ, DIANE N	\$59,975.05
HERVOL, KATELYN A	\$10,461.06	TORRES, ROSA E	\$9,308.59
HEWITT, HEIDI A	\$104,152.33	TOSCANO, MAUREEN	\$5,250.00
HILL, ROBERT R	\$32,328.72	TOWNS, MEGAN C	\$65,763.80
HILL, TINA M	\$96,991.46	TROY, MICHELLE	\$7,614.00
HILL-WILKIE, NOLIA	\$37,094.22	TUNES, NICOLY S	\$22,519.22
HILTON, KIMBERLY E.	\$48,102.73	TURNER, RACHEL O	\$31,190.67
HOBBS, CAROL R.	\$98,720.19	TURQUETTO, VICTOR D	\$88,351.58
HOLT, KATHRYN A	\$50,559.36	VACHON, LILIANA	\$2,500.00
HORGAN, PATRICK L	\$24,639.18	VAILLANCOURT, CHRISTIE	\$92,325.70
HORRIGAN, ERINN	\$27,579.79	VALADEZ, MARIA P	\$9,429.18
HOWE, CLAIRE J	\$102,243.94	VAN NEST, SHEILA	\$71,666.16
HOYT, ALEXANDER W	\$76,238.65	VARDEN, KARA	\$90,834.77
HUBERT, NANCY E	\$28,778.63	VARSOS, ABIGAIL L	\$35,419.51
HUGHES, KRISTINA R	\$68,979.55	VASQUEZI, ANDREA M	\$26,888.29
HUMMEL, FABIANA N	\$52,828.06	VELASCO-LAM, PRISCILLA	\$59,027.86
HUNT, KATHLEEN F	\$14,763.32	VENTURA, STEVEN T.	\$234.00
HURLEY, JAYLENE M	\$28,267.60	VERGANO LAUGHTON, MARIANNE	\$1,096.35
HUXTER, CHARLOTTE	\$29,743.96	VESSELS, AMY E.	\$96,745.19
JACKLE, JEANNINE M	\$29,097.63	VICKERY, TERESA M	\$27,412.47
JACKSON, WILLIAM J	\$3,459.50	VIVIRITO, LEAH D	\$105,404.94
JACOBINE, GRETCHEN B	\$2,362.50	VOLPICELLI, JENNIFER	
JAENICKE, LEAH C	\$81,967.09	STRACHAN	\$96,418.11
JAHS, GRETCHEN E	\$88,959.88	WALDRON, ALEXANDRIA R.	\$7,979.48
JAKKULA, BHASKER RAO	\$55,240.41	WALKER, LAURA J.	\$31,377.68
JAMESON, ERIN T.	\$110,835.14	WALLINGFORD, JENNIFER J.	\$107,740.76
JANEIRO, RENATA	\$51,228.65	WALLINGFORD, TODD	\$124,610.30
JANSEN, BROOKE J	\$4,425.77	WALSH, BRENDA L	\$90,406.45
JOHNS, LYNNE A	\$23,683.24	WALSH, COURTNEY M	\$2,700.00
JOHNSON, JENNA LYNNE	\$57,836.55		

JOHNSON, MELISSA	\$98,866.33	WALSH, MAURA A	\$101,513.03
JOHNSON, ROBIN D	\$97,208.66	WALSH, SEAN	\$2,068.50
JOHNSON, TAMEKIA L	\$994.50	WALTON, ANNEMARIE	\$99,071.12
JONES III, FRANCIS V	\$34,673.14	WARDWELL, JACOB	\$34,809.13
JOYCE, CATHERINE J.	\$105,824.81	WATSON, DANIELLE	\$1,579.50
KANAPESKY, CEILI E	\$2,444.65	WEBER, REBECCA M	\$84,641.80
KANE, CHRISTINE S	\$29,673.94	WEED, CAROLYN M.	\$106,182.91
KARLSON, ERIK N	\$24,629.59	WELCH BUCCERI, JULIE G.	\$85,046.40
KARUNAHARAN, VARDHINI	\$17,636.48	WELLS, CASEY R	\$2,365.00
KECK, JENNIFER E	\$106,687.43	WESTBERG, ELENA T	\$41,994.94
KELLER, OLIVIA R	\$27,617.05	WHITE, COLLEEN ALICE	\$96,846.79
KELLETT, KATE	\$106,287.19	WHITE, EMILY	\$459.92
KELLEY, GRACIELA V	\$9,723.78	WHITE, JULIANA H	\$62,429.53
KELLEY, JEFFREY	\$96,894.95	WHITE, PAUL	\$95,603.55
KENNEDY, JANET M	\$49,287.30	WHITESEL, KATHIE	\$2,854.66
KENNEDY, MARY A	\$65,807.68	WHITESEL, REBEKAH L	\$102,516.86
KIENDO, SANDRA A	\$511.50	WHITNEY, ALEXANNE	\$93,521.73
KILCOYNE, CATHERINE A	\$150,815.08	WIATROWSKI, HEATHER A	\$30,906.72
KINDORF, JANICE E	\$95,945.07	WILLIAMS, KELSEY J	\$101,271.43
KING, ANDREW J	\$7,364.12	WILLIAMS, MOLLY	\$3,362.00
KING, ANNEMARIE C.	\$31,383.68	WOJTOWICZ, LAUREN E	\$31,093.84
KING, BRETT T	\$99,497.06	WOLKEN, DIAMOND J	\$12,193.38
KING, GREGORY M	\$60,453.40	WOLVEN, WILLIAM E	\$35,942.54
KING, MADELINE T	\$28,036.80	WOOD, DANIELLE J.	\$111,237.43
KING, MONIQUE	\$12,946.37	WOOD, JEFFREY	\$5,461.00
KITTREDGE, KARA L	\$57,311.05	WOODBURY, VALERIA MD	\$12,565.72
KLEIN, ADRIANA M	\$39,493.59	WOODCOME, MARGARET H.	\$107,783.27
KLINEDINST, BRADFORD H.	\$8,402.00	WOODCOME, TIMOTHY J	\$7,563.00
KNITTLE, ROBERT D	\$105,687.13	WOODWARD, DAVID R	\$47,388.59
KNOTT, MATTHEW R	\$88,265.17	WORREST, SARAH C.	\$112,475.95
KOHLAND PARK, KATHLEEN A	\$112,492.27	WRIGHT, CARLA J	\$70,744.72
KORAL, AMY M	\$7,815.00	YATES, JOHN F	\$3,570.00
KOWALSKI, SABRINA M	\$55,494.46	YATES, JORDYN J	\$3,570.00
KROLIKOWSKI, RHONDA L	\$28,541.11	YATES, RYAN J	\$5,080.86
KUBICEK, BRIAN W	\$88,557.52	YERARDI, STEVEN	\$1,841.00
KUSHI, BENJAMIN D	\$4,398.00	ZINNER, LISETTE	\$106,862.19
LACAVA, LAUREN M	\$28,202.82		
LACERTE, DIANE M	\$804.86		
LADISLAU, CLENILDO	\$29,046.59		
LAFLAMME, AMY D	\$37,119.83		

Assessor's Department

The primary role of the Board of Assessors is to value all Real and Personal property subject to tax in the Town of Hudson. The Assessors strive to maintain accuracy and predictability of a stable property base during a time of ever-changing economies and market conditions. Our assessed valuations are based on "fair cash value," which is defined as to what a willing seller and willing buyer would pay in an open market. The fair cash value standard ensures that each property owner pays only their fair share of the tax burden. We have consistently exceeded requirements during the annual state reviews and certifications by the Department of Revenue. Certification is required yearly in order for the Town to issue tax bills with the classification hearing with Select Board the first week of December.

As of January 1, 2023 (the assessment date for fiscal year 2024), the average single-family home was valued at \$555,700 compared to \$ 498,197 the previous year, an 11.5% increase of value. The last 5 years from FY19 to FY24 we have seen a steady increase in values (\$372,142 to \$555,573). The current trend shows values still increasing but at a slower rate going into FY25.

Total valuation of the town was \$4.0 billion +/- generating revenue of \$64 million. Sixteen real estate and personal property valuation abatements were granted totaling \$16K +/- while the town also issued 150 exemptions totaling an additional \$164K +/- . Full details are included as part of our exhibit.

The Assessor's office continues to perform well and there have been no increases to office staffing. Our experienced Board and staff continue to meet all requirements, and this is reflective of the accuracy of the data. This results in the low level of abatement applications. Due to this fact, the Board has consistently returned unused overlay for general use by the Town. The Town continues to engage the contract services of Vision Appraisal of Northborough as well as third party appraisers if needed to defend any values brought before the Appellate Tax Board. As noted below, Vision also provides the software platform the Town uses to compile values.

The Board also belongs to various state and international associations including Mass Chapter IAAO, Middlesex County Assessors, and MAAO. These affiliations allow us to remain educated on the latest developments in our field.

The Vision Appraisal database software continues to operate well. We continuously upgrade and leverage technology, such as mobile applications. This facilitates the process to help maintain the accuracy of our software and data. The Board continues to offer the alternative of an external contract for visiting single family homes and collecting data. A systematic visit program is required by the State in order to gain certification. The elected Board has assumed this role to not only obtain more accurate data but also to avoid the potential higher cost of contracting an outside service.

Respectfully Submitted,

Christine Griffin – Chairman

Brian Bowen

Joanne McIntyre

The Town of Hudson Fiscal Year 2024 tax rate was approved by the Massachusetts Department of Revenue on December 14, 2023.

Tax Rates

Residential Tax Rate	\$ 14.00
Commercial/Industrial Tax Rate	\$ 27.50

Town of Hudson 2024 Valuations by Class

	<u>Valuation</u>	<u>Levy</u>
Residential	\$ 3,553,486,231	\$ 49,784,807
Commercial	\$ 225,123,769	\$ 6,190,904
Industrial	\$ 204,434,900	\$ 5,621,960
Personal Property	\$ 88,787,710	\$ 2,441,662
Total	\$ 4,071,832,610	\$ 64,039,333

2024 Property Tax Abatements and Exemptions

<u>Abatements Granted</u>	<u>Amount</u>	<u>Number</u>	<u>CPA</u>
Residential	\$10,556.00	13	\$105.56
Commercial	\$0.00	0	\$0.00
Industrial	\$0.00	0	\$0.00
Personal Property	\$6,288.98	3	\$62.89
Total	\$16,844.98	16	\$168.45

<u>Exemptions Granted</u>	<u>Amount</u>	<u>Number</u>	<u>CPA</u>
Widow Clause 17D	\$ 1,225.00	7	12.25
Hardship Clause 18	37,510.40	13	375.10
Veterans Clause 22	25,200.00	63	252.00
Clause 22C	3,000.00	2	30.00
Clause 22D	26,192.60	4	261.93
Clause 22E	30,000.00	30	300.00
Clause 22F	7,883.05	1	78.83
Blind Clause 37	3,937.50	9	39.38
Clause 41A	7,270.00	1	72.70
Elderly Clause 41C	9,500.00	19	95.00
Clause 42	12,633.60	1	126.34
Total	\$ 164,352.15	150	\$ 1,643.52