PROGRAM OVERVIEW AND PROCESS GUIDE

Massachusetts Police Accreditation Commission
October 2026 Edition

Joseph Comperchio
Executive Director
joe@masspoliceaccred.net

Bob Beaudry
Deputy Executive Director
bob.beaudry@masspoliceaccred.net

110 Haverhill Road – Building C, Suite 397 – Amesbury, MA 01913
Office: 978-834-5180 | www.masspoliceaccred.net

Table of Contents

Table of Contents 2
The Program 4
Voluntary Nature 4
The Commission 4
Commission Composition 4
MPAC Staff 5
Assessment Team Facilitators 5
Assessors 5
Program Benefits 5
Program Eligibility Criteria 5
Program Steps 6
Step 1 – Application 6
Step 2 – Pre-Assessment 7
Step 3 – Self-Assessment 7
Step 4 – On-Site Assessment 8
Step 5 – Commission Review 9
Step 6 – Agency Award 9
Award Tiers 9
Tier 1 – Accreditation 9
Tier 2 – Accreditation (Advanced) 10
Award Period 10
Annual Verification 10
Assessment Period Extensions 11
Expedited Initial Assessment Guidelines 11
MPAC Members Only Portal 11
Participating Agency Reporting Requirements 12
Program Complaint Procedures 13
External Complaints 13
Internal (Program) Complaints 13
Agency Reviews and Commission Sanctions 13
Award With Condition(s) 13
Suspension 13
Revocation 14
Deferment of an Award 14
Denial of an Award 14

Agency Dues and Payments to MPAC 14
Payment Terms 14
Non-Payment 14
Refunds 14
MPAC Standards 15
Types of Standards 15
Types of Compliance 15
Compliance “Years” for File Construction 15
Transition Policy for New or Amended Standards 15
Interpretation of Standards 15
Status Report 16
Assessment Cancellations 16
Standards Summary 16

The Program

Accreditation is a self-initiated process by which police agencies voluntarily strive to meet and maintain standards established for the law enforcement profession by the profession.

The program establishes standards on best practices for police agencies to adopt. Agencies then establish written directives and procedures for their personnel to implement. Standards dictate in which topical areas an agency must have policies and procedures (the "What"), leaving the agency's chief executive officer and supervisory staff to develop and enforce agency-specific policies and procedures (the "How").

Most Commission standards require agencies to document policies and procedures that may previously have been unwritten. The remaining standards generally address equipment or facilities, such as communication centers, holding facilities, and property rooms.

The process begins with a thorough agency self-assessment to determine compliance with program standards. Initiated by the agency's chief executive officer, this internal review is followed by an external peer review conducted by Commission-appointed assessors.

The Commission grants two awards: Accreditation and Accreditation (Advanced).

- **Accreditation:** These assessments are generally conducted in two days by two assessors.
- **Accreditation (Advanced):** These are typically conducted in three days by three assessors.

Achieving Accreditation or Accreditation (Advanced) means that the agency has agreed to adopt the program's standards as a way of doing business. Being accredited means that:

- The agency is committed to meeting professional standards.
- The agency is willing to be assessed on a regularly scheduled basis by Commission-appointed assessors to confirm compliance with professional standards.
- The agency agrees to correct any deficiencies discovered during the assessment process.

The Massachusetts Police Accreditation Program accredits the agency, not its chief, accreditation manager, or any other staff member. It does not evaluate how any one person performs their job. The program looks at whether the agency has policies, procedures, and written directives that cover the key parts of its operations.

Voluntary Nature

Participation in the Massachusetts Police Accreditation Program is voluntary. Agencies may withdraw from the program at any time during the process, without prejudice, upon written notice to the Commission.

The Commission

Commission Composition

The Commission, which is composed of 11 board members, oversees MPAC:

- Six (6) Commissioners selected by majority vote – must be sitting police chiefs from accredited agencies and active members of the Massachusetts Chiefs of Police Association. Four (4) of the six (6) being from Accredited agencies;
- One (1) member appointed by the Massachusetts Police Association.
- One (1) member appointed by the Massachusetts Municipal Association.
- Two (2) members elected by the Board with demonstrated expertise in law enforcement and public safety.

- One (1) member from an accredited public safety academic institution with demonstrated expertise in law enforcement.

MPAC Staff

The Board of Commissioners appoints an Executive Director to manage professional staff responsible for day-to-day operations:

- Executive Director – Overall program management.
- Deputy Executive Director – Assists agencies with the assessment process and provides guidance/informal interpretations of standards.
- Assessment Manager – Provides administrative and program support.
- Office Manager – Manages billing, invoicing, and administrative functions.
- Assessment Coordinator – Primary point of contact for all on-site assessment scheduling.

MPAC Staff support agencies in self-assessment, oversee the assessment process, coordinate on-site reviews and awards, and assist the Commission with their business matters, including scheduled MPAC Conferences and Trainings.

Assessment Team Facilitators

Assessment Team Facilitators (ATFs) are MPAC employees who oversee and supervise on-site assessments. The facilitator–agency relationship must always be professional, with assessors fostering a non-confrontational relationship with participating agencies. ATFs report Assessment Team findings to MPAC.

Assessors

MPAC's assessors are volunteer law enforcement professionals from participating agencies, selected by their agencies with CEO approval and trained by MPAC. Under the Accreditation Program, agencies are required to supply at least one trained assessor for one assessment during the agency's three-year reassessment period.

Program Benefits

The benefits of Law Enforcement Accreditation and Accreditation (advanced) vary among participating agencies. Generally, changes involve policy writing, facility improvements, and in some cases equipment purchases. Participation in the program:

- Requires agencies to commit their policies and procedures in writing to a comprehensive and uniform set of directives;
- Provides a professional-related norm for an agency to judge its performance;
- Promotes accountability among agency personnel;
- Provides a means of independent evaluation of agency operations for quality assurance;
- Enhances the agency's reputation and promotes staff and public confidence, and;
- Improves the delivery of law enforcement services to communities.

Note: Professional credentialing programs such as Law Enforcement Accreditation and Accreditation (Advanced) are practical risk management tools for preventing and reducing loss in professional liability claims.

Program Eligibility Criteria

Law Enforcement Agencies are eligible to apply if the following two conditions are met:

- The agency is eligible through legal authority, meaning sworn officers are mandated to enforce laws, are granted the legal authority to make an arrest by law, AND are certified by The Massachusetts Peace Officer Standards and Training (POST) Commission, and;
- The Commission determines that an agency is eligible to participate.

Examples of eligible agencies include municipal, state, and specialized (e.g., campus, transit, and housing) law enforcement agencies.

Program Steps

There are six (6) steps in the Massachusetts Police Accreditation Program's Process. The first three steps are administrative classifications before completing an on-site assessment. The last three steps track agencies in their on-site process.

1 Application
Agency completes and submits the Program Application

2 Pre-Assessment
Agency accesses program information and prepares for self-assessment

3 Self-Assessment
Agency conducts thorough internal examinations and prepares files

4 On-Site Assessment
Multi-day assessment by Commission-appointed assessors

5 Commission Review
Commission reviews findings and votes on award

6 Agency Award
Award presented at next scheduled Commission meeting

Step 1 – Application

When an agency decides to participate, it must complete the Program Application:

- Part I collects general information about the agency.
- Part II addresses the agency's eligibility to participate.

MPAC bills fees on a fiscal year basis (July 1 – June 30) and agencies must pay in full each year to maintain participation. Applications submitted mid-year will receive a prorated invoice.

As part of the Application Phase, agencies are required to appoint an Accreditation Manager (AM). The AM's primary function is to coordinate and manage compliance efforts, maintain accreditation files, and serve as the main point of contact with MPAC.

The Accreditation Manager is not solely responsible for meeting program requirements. Compliance is an agency-wide responsibility led and overseen by the CEO.

MPAC Application On-Boarding Process

Once MPAC receives the application, MPAC invites both the CEO and the the Accreditation Manager to join MPAC's Members Only Portal, where all program documents can be located. The Executive Director will then schedule a meeting with the CEO and Accreditation Manager to review the application and verify compliance with Police Reform Law requirements. After MPAC completes its initial review, a membership dues invoice will be issued and sent to the agency.

Note: MPAC staff will email the CEO and AM a list of Police Reform Law standards requiring written directives. These must be emailed to MPAC within 30 days of application approval. MPAC may grant an extension of up to six (6) months; failure to comply may result in removal from the program and forfeiture of dues.

Once MPAC verifies the agency's written directives for Police Reform Law compliance, the application will be finalized, and the agency is added to MPAC's Participating Agencies Map and List as a member in Step 3 – Self-Assessment.

Cost to Enroll

The annual fee is based on agency size and the maximum allowable complement or budgeted total number of full-time police officers.

Full-Time Police Officers	FY2027 Annual Fee
Less than 10	$1,220
10–25	$2,340
26–75	$3,220
75–399	$4,205
More than 400	$7,500

Note: Agencies must include vacant positions when determining the total fee.

Step 2 – Pre-Assessment

This step allows agencies to access program information and standards to prepare for Step 3 – Self-Assessment. Agencies in this phase are provided:

- Access to all program standards and requirements;
- MPAC Training;
- MPAC's Members Only Website Portal;
- A PowerStandards Software License (based on available on-boarding scheduling), and.
- Access to MPAC Staff for inquiries and guidance.

Note: Any agency that entered the program before July 1, 2023, previously classified as being in Self-Assessment, and that has not been placed on MPAC's Assessment Calendar, is now administratively classified in this step.

Step 3 – Self-Assessment

This step is the most labor-intensive step of the process. Primary activities include:

- Analyzing each standard to determine agency compliance;
- Achieving agency compliance where non-compliance is determined, and;
- Documenting and centralizing agency compliance for assessors to review.

Self-corrective action by the agency during this stage generally involves policy writing, potential facility adjustments, and sometimes equipment purchases.

Note: Previous guidance that indicated that there "are no time limits for achieving initial Accreditation" are no longer applicable for agencies in step 3 - Self-Assessment.

Agencies classified in the self-assessment step include:

- Agencies that entered the program **after** July 1, 2023, and have completed a ***mandated*** review of written directives for all police reform-related standards, and have been assigned a three (3) year deadline by July 1, 2027;
- Agencies that entered **before** July 1, 2023, and have completed a **voluntary** review of written directives and, have been assigned a three (3) year deadline;
- Agencies previously awarded accreditation or accreditation (advanced) that have requested to return to self-assessment;
- Agencies denied an award after reassessment and mandated to return to self-assessment, and/or;
- Any Pre-Assessment Agency that advises of intent for an initial assessment at least six months before a requested on-site date.

Step 4 – On-Site Assessment

The first part of this stage of the process is designed to give agencies an indication of their readiness. The focus should be to confirm preparedness to be assessed by Commission-appointed assessors. It involves two preliminary reviews, submission of an application for Accreditation or Accreditation (Advanced), and completion of a required mock assessment on all applicable standards.

On-Site Application

This step begins with reviewing an agency's readiness for assessment and compliance with program requirements. As requested, agency rosters, organizational charts, compliance logs, and documentation will be included for review by MPAC staff.

Mock Assessments

Mock assessments are required before any initial assessment, whether for Accreditation or Accreditation (Advanced). During a mock assessment, agency personnel meet with assessors about their own areas of responsibility, which helps the agency find problems before the formal on-site assessment. Each agency is responsible for scheduling its own mock assessment.

For reassessments, MPAC strongly encourages mock assessments. Agencies should document and maintain the results of their mock assessment for reference upon request.

Note: Agencies must complete Mocks at least 90 days before an initial on-site assessment. Failure to complete a mock within this timeframe – without MPAC approval – will result in cancellation of the on-site 60 days prior to the scheduled date.

On-site Assessment

Once the agency has submitted its on-site application and completed a mock assessment, it moves to the formal assessment: the on-site assessment for Accreditation or Accreditation (Advanced). The Commission assigns a team of

trained assessors, who spend several days at the agency's facility (or facilities) to verify compliance with all applicable standards and program requirements.

The assessment has four parts:

1. **Introductory meeting.** Agency personnel meet with the Assessment Team.
2. **Facility tour.** The team tours the agency's facility or facilities.
3. **File review.** The assessors review agency files.
4. **Exit briefing.** The team meets with the agency to summarize its findings and the recommendations it will make to the Commission.

Step 5 – Commission Review

After the on-site assessment, the agency submits any required file repairs. MPAC staff then prepare reports on the agency's performance and send them to the Commission. The Commission reviews the findings and votes to approve or deny Accreditation or Accreditation (Advanced) status.

The Commission alone decides whether an agency receives a Accreditation or Accreditation (Advanced) award. There are no appeal options for the Commission's decision not to award an agency Accreditation (basic) or Accreditation (advanced); the Commission's rulings and votes are final.

Step 6 – The Agency Award

When agencies meet all requirements and the Commission grants the award, MPAC invites the agency to attend the Commission's next regularly scheduled meeting.

Award meetings are held three times per year:

- February – Winter Meeting
- June – Summer Meeting
- October – Fall Meeting

Award Tiers

Tier 1 – Accreditation

Accreditation is the first tier of the MPAC program, comprised of 178 mandatory standards. It is highly recommended that an agency exits self-assessment by first attaining Accreditation. These standards impact officer and public safety, address high liability/risk management issues, and promote operational efficiency.

Accreditation is not a lesser program. Once an agency achieves Accreditation, the decision whether or when to move to Accreditation (Advanced) is based on that individual agency's specific needs or limitations.

Achieving Accreditation (Advanced) upon Accreditation

MPAC does not require agencies to achieve Accreditation (Advanced) upon Accreditation. If an agency elects to pursue Accreditation (advanced) upon Accreditation, it may do so under the following timelines:

- Complete a three-year reassessment period while accredited and come into compliance with Accreditation (Advanced) requirements at the next scheduled on-site assessment, or;
- Request an Accreditation (Advanced) assessment at any point during a three-year reassessment period (subject to availability).

Tier 2 – Accreditation (Advanced)

Accreditation (Advanced) is the second tier, encompassing all 178 Accreditation standards plus an additional 96 mandatory standards and a percentage of 120 optional standards (total 274+ percentage of optionals). The required percentage of optional standards ranges from 55–75% based on agency size.

Authorized Full-Time Sworn	% of Standards	# of Standards
1 – 50	55%	66
51 – 100	60%	72
101 – 200	65%	78
201 – 300	70%	84
301+	75%	90

An agency in self-assessment may ask to go straight to Accreditation (Advanced) without first earning Accreditation. To do so, it sends a written request to the Executive Director. It then submits an application for initial Accreditation (Advanced) to MPAC staff, showing that the agency is ready to skip Accreditation.

Reassessment Cycle

Agencies with Accreditation (Advanced) are reassessed every three years. The reassessment happens in the same month as the agency's last on-site assessment, not the month of its award. An extension granted for cause does not change the agency's original cycle.

Example*:* An agency's last on-site assessment was in January 2023, and it received its award in June 2023. Its next assessment is due in January 2026, not June 2026.

Award Period

The Commission grants Accreditation and Accreditation (Advanced) Awards for three-year periods. To avoid any lapse in status, an agency must complete its on-site assessment and review before its award anniversary date.

Note: Failure to successfully achieve Reaccreditation or Reaccreditation (Advanced) on or before the agency's anniversary date without written approval from the Commission will cause the award status to lapse, and the Commission may place the agency back in self-assessment or remove the agency from the program.

Annual Verification

MPAC conducts mandatory annual verification 12 and 24 months after an agency's first 6th Edition Award to help agencies monitor program compliance during the three-year assessment cycle. The review includes:

- Review of time-sensitive standard requirements;
- Confirmation of compliance with new or revised standards, and;
- Random sampling of standards compliance, including written directives and supporting documentation when annual standards verification identifies deficiencies.

Annual Verification shall be completed 30 days after the end of each 12-month compliance period. Each compliance period begins the day after the previous period ends. For Year 1, the compliance period begins the day after the agency's assessment concludes and continues for 12 months.

Example: If your agency's assessment concluded on October 2, 2025, your Year 1 compliance period runs from October 3, 2025, through October 2, 2026. Your Year 1 Annual Verification must then be completed within 30 days

after the end of the compliance period, by November 1, 2026. Your Year 2 compliance period begins on October 3, 2026, and the Year 2 Annual Verification will be due within 30 days after that compliance period ends.

To verify annual compliance, an MPAC Facilitator will conduct a remote assessment. You must provide the assigned facilitator access to your PowerStandards platform for this review in the same way you would for any assessor review by issuing a login name and password and providing the appropriate rights in the assessment root

Assessment Period Extensions

An agency may request an extension of an assessment for good cause. The Commission grants extensions to provide additional time for an agency to complete the construction or maintenance of its accreditation files. An extension is intended to support continued progress and may not be used as a pause or break in the assessment process.

If an agency needs to request an extension, the CEO will send a written notice to the Executive Director, who will arrange a call or meeting to review the request. Any documentation supporting the request for an extension should also be included with an agency's written notice.

- The Commission grants extensions in four-month increments to align with the Commission's meeting schedule.
- The Executive Director may approve one extension of up to four months (one award period) when the agency provides documentation demonstrating progress.
- Any extension exceeding four months requires approval by the Commission.

Note: All extensions require compliance documentation and progress reporting at intervals set by MPAC Staff. Failure to meet the agreed-upon extension period will subject the agency to re-entry into self-assessment or suspension.

Once an extension is granted, the agency must promptly coordinate rescheduling with the Deputy Executive Director and Assessment Coordinator. The agency's original award date (anniversary date) remains unchanged, regardless of when the assessment and Commission review occur during the extension, and future assessments will be scheduled from that original assessment date.

Expedited Initial Assessment Guidelines

Agencies currently in Step 3 – Self-Assessment may request an expedited initial assessment for either accreditation (basic) or accreditation (advanced). For agencies to be considered for an Expedited Initial Assessment, the following conditions must be met:

- Compliance Readiness – The agency must submit a PowerStandards status report demonstrating at least 60% compliance to MPAC for review.
- If approved, MPAC Staff will place the agency on the assessment calendar no less than 12 months from the date of approval, based on availability.
- Agencies must follow all remaining requirements and deadlines within the existing assessment timetable without modification.

MPAC Members Only Portal

The Commission's website has a private and interactive portal for enrolled agencies at http://www.masspoliceaccred.net. The MPAC Members Only Portal provides:

- Program updates and news;
- Pages specific to Accreditation resources;
- Member contact information and training calendars, and;
- Access to all program standards, checklists, and required forms.

Upon application, the agency's Accreditation Manager (AM) will receive an invitation to join the Members Only Portal. Once established, the AM can invite agency team members and other agency personnel who wish to participate in MPAC training session.

Note: The Members Only Portal is the Commission's primary means of communication for disseminating program information to members. The members only portal is the Commission's Written Directive System.

Participating Agency Reporting Obligations

Each participating agency is required to report the following to the Commission:

- A change to the agency name, address, phone number, fax number, or website;
- A permanent change in Chief Executive Officer (CEO);
- A permanent change in the person assigned as Accreditation Manager (AM) or their rank;
- Appointment of an interim Accreditation Manager or Chief Executive Officer;
- When POSTC suspends or revokes any officer's Certification.
- When the agency is subject to Department of Justice investigations, memoranda of agreement, or consent decrees;
- Removal of the agency's CEO from office;
- Any court judgment, ruling, or memorandum of agreement/understanding against the agency or an employee within the scope of their employment, and/or;
- Any significant internal complaints or issues that may affect the integrity of the accreditation process.

Significant internal complaints or related compliance issues must be reported to the Executive Director when they arise, to the extent permitted by law. At a minimum, the report should describe the allegation, state the number of employees involved, confirm that the relevant MPAC Standards and Program Requirements are being followed (including Chapter 26, *Conduct and Discipline*, and Chapter 52, *Internal Affairs*), and indicate whether any agency employee may face criminal charges.

The agency must submit the report in writing by email or letter to the Executive Director, describing the complaint or issue that could affect the integrity of the accreditation process. Before the agency is considered for a Certification or Accreditation Award, the Commission will be informed of all matters reported under this section.

Note - When an Accreditation Manager or CEO changes, the agency must notify MPAC promptly so its records remain current. Formal notice should be sent by the CEO to the Executive Director by email or letter and include the incoming CEO's or Accreditation Manager's name, title, phone number, and email address.

When a permanent or interim CEO takes office, the incoming CEO must confirm the authority and continued validity of the agency's existing written directives, including all associated requirements, to prevent uncertainty about their status.

The incoming CEO should issue a bridging memorandum or other written directive to all agency personnel confirming that directives issued by prior CEOs remain in effect until amended, revised, or rescinded. Sample language is available on the Members Only Portal and may be placed on an agency special order,

memorandum, or similar document for the incoming CEO's signature.

Program Complaint Procedures

External Complaints

External complaints are from outside sources – members of the public, government agencies, news media, agency personnel, etc. – about an agency's compliance with any standard or program requirement. MPAC documents external complaints, notifies the agency in writing, and may direct the Executive Director to conduct inquiries or require an on-site visit.

Internal (Program) Complaints

Internal complaints are from participating agencies and may relate to MPAC Staff or Assessment Team conduct, the objectiveness of the assessment process, or subjective interpretation of compliance. The agency's CEO shall submit such complaints in writing to the Executive Director, including specific facts, evidence, witnesses, and the applicable standard or program requirement.

The Executive Director reviews each complaint and its supporting documents to decide whether MPAC policies or procedures were violated. If the complaint is about the Executive Director, the CEO sends it to the Commission President instead.

If a complaint could lead to formal personnel action or discipline against an MPAC staff member, the Commission is notified. In those cases, only the Commission decides how the complaint is resolved. There is no appeal of the Commission's final determination concerning a complaint. Its decision is final and binding.

Agency Reviews and Commission Sanctions

The Commission has the authority to apply the following sanctions:

Award With Condition(s)

The Commission designates the agency as Accredited or Accredited (advanced) but requires specified measures to address current or anticipated events or circumstances preventing compliance. Conditions are set by the Commission and monitored by the Executive Director.

Conditions during an initial assessment may result from required updates to an agency's facilities, infrastructure, etc., that necessitate a defined period for obtaining compliance and purchasing supplies or equipment to comply with a standard(s). In these instances, the agency, under the direction of the Executive Director, will submit a detailed plan to the Commission to include timelines, deadlines, steps for verification of progress during the project, and for final inspection by MPAC Staff to verify compliance.

The Commission may establish a condition(s) for an initial or reassessment when an agency is deficient in its written directive system during an assessment or when it provided weak or insufficient documentation or "proofs" of compliance with standards. In that case, the conditions applied are intended to ensure that the agency can prove any efforts or identified requirements have been met and instill confidence in the agency's compliance with our program.

Suspension

The Commission may suspend an agency's current award status based on any of the following:

- The agency is subject to a U.S. Department of Justice Consent Decree;
- Agency personnel are subject to criminal charges and there is sufficient cause to believe the agency failed to follow established program requirements;

- The Commission suspects the agency of providing false information or documentation, and/or;
- The Commission suspects the agency of knowingly and intentionally failing to comply with program requirements.

Suspension periods will be defined, and the Commission will identify specific benchmarks, required documentation, and program compliance verification steps the agency must meet to comply with their award program.

Revocation

The Commission may revoke an agency's award status based on any of the following:

- The agency is subject to a DOJ Consent Decree and has failed to meet its mandatory requirements;
- The Commission suspended the agency's award status or awarded with conditions, and they failed to comply, or;
- The agency knowingly and intentionally failed to comply with any program requirements, or;
- The agency provided false compliance documentation.

Deferment of an Award

The Commission may postpone awarding an agency Accreditation or Accreditation (advanced) based on a pending action or complaint. The agency maintains its current status until the Commission makes a final decision.

Denial of an Award

An agency may be denied an award when it is not in compliance with all applicable MPAC standards and program requirements, AND after being notified of a deficiency, has not presented proof that it may come into compliance within a reasonable period, OR has not continually participated in the accreditation process as prescribed.

Any decision to suspend, revoke, defer, or deny an agency's award status is final and binding. The Commission will not hear any appeals upon final vote.

Agency Dues and Payments to MPAC

Payment Terms

MPAC Staff bills all dues, invoicing, or fees "Net 60" – the agency has 60 days to pay any invoice before the bill is overdue. If an agency requires additional time, the agency must submit a request in writing to the Executive Director.

Non-Payment

The Commission reserves the right to remove any agency from the program that has failed to pay its annual dues, invoice balance, or any fees set by the Commission, regardless of their current participation level. The Executive Director will provide written notification and establish a defined period for receipt of payment.

Refunds

Once MPAC Staff processes and deposits payments, MPAC will provide refunds in the case of a billing error. In the event of overpayment, MPAC will apply credit toward future payments or purchases. If an agency withdraws from the program or is subject to Commission sanctions, MPAC will not provide refunds of dues or fees.

MPAC Standards

Types of Standards

The program classifies standards as either mandatory or optional.

- Mandatory Standards – Agencies must meet all mandatory standards unless the standard is not a function or responsibility of the agency. The Commission will waive any standard deemed not applicable through a formal waiver process and will be verified by the assessment team at the time of the on-site assessment.
- Optional Standards – MPAC considers optional standards enhancements to agency operations. The percentage required is based on agency size (55–75%).

Types of Compliance

Standards may require compliance in one or more of the following ways:

- **Written Directive:** A document binding upon agency personnel, including policies, plans, procedures, rules, general or special orders, training directives/bulletins, collective bargaining agreements, local ordinances, CMRs, and Commonwealth Legislation.
- **Action-Oriented:** Requires that the agency has a process or protocol in place as noted in the standard.
- **Observation:** Assessment teams verify compliance by physical observation, generally for facility or equipment-related standards.
- **Conditional:** Requires action or steps if the agency meets an initial condition.
- **Multiple Requirements:** Some standards have multiple requirements that require agencies to meet all conditions to prove compliance.

Compliance "Years" for File Construction

- Initial Assessment: Files shall contain written documentation or proofs for the previous twelve months before the on-site, unless otherwise noted.
- Reassessment: The program divides the reassessment period files into three years. Year one begins the day after the agency's on-site is completed, running through 365 days later, repeating through the three-year period.

Transition Policy for New or Amended Standards

Unless otherwise directed by the Commission, new or amended standards are effective upon enactment, and agencies must demonstrate compliance at the first on-site assessment following enactment. If an on-site assessment occurs within one (1) year after enacting a new or amended standard, the agency may make a written request to delay compliance for up to one (1) year after the enactment date.

Interpretation of Standards

The Executive Director, Deputy Executive Director, and Assessment Manager are available to provide interpretations of standards. When MPAC Staff cannot resolve an interpretation issue, the agency may submit MPAC's Agency Request for Standard or Program Review Form to the Executive Director. Depending on the facts and the supporting documents or evidence provided, the request may be reviewed by the Executive Director, a designated committee, or the Commission.

Agency Input on Program Standards and/or Requirements

Agency representatives and MPAC assessors can ask to:

- Propose a new standard
- Revise or delete an existing standard
- Change a standard's compliance level

To make a request, submit the MPAC Agency Request for Standard or Program Review Form, along with supporting documents, to the Executive Director. The form is on the Members Only Portal. The Executive Director reviews each request and decides what action or follow-up is needed.

Status Report

A Status Report is an optional document that agencies can create in PowerStandards to track compliance progress for all required standards. This report may be necessary to determine whether an organization is ready for an On-Site Assessment.

Assessment Cancellations

Agencies wishing to cancel a scheduled assessment must provide notice at least 72 hours in advance. Cancellations made within 72 hours may result in the agency being responsible for reimbursing MPAC for any costs incurred, such as travel, lodging, and facilitator fees. The Commission may consider exceptions for emergencies or other unavoidable circumstances.

Standards Summary

The MPAC program consists of three categories of standards:

178	274	120
Accreditation All Mandatory	**Accreditation (Advanced) Mandatory** 178 Accred. + 96 Additional	**Accreditation (Advanced) Optional** 55–75% Required

Massachusetts Police Accreditation Commission
110 Haverhill Road – Building C, Suite 397 – Amesbury, MA 01913
978-834-5180 | www.masspoliceaccred.net