

Office of Regional Communications and Technology

April 30, 2015

South Consolidated Dispatch Center Police Department Operational Review Team Meeting Minutes

Broward County Staff in Attendance:

Scott Whitworth Jenna DiPlacido Drew Smous Lory Farmer Regional E911 Communications Manager Regional E911 Communications Manager Regional E911 Communications Manager

Administrative Aide

Broward Sheriff's Office Staff in Attendance:

Angela Mize Sheri White Regional Communications Assistant Director Site Manager, South Consolidated Dispatch Center

A South Consolidated Dispatch Center Police Department Operational Review Team Meeting was held on Thursday, April 30, 2015, at the Emergency Operations Center, Room 332-A, 201 NW 84 Avenue, Plantation, Florida.

Scott Whitworth called the meeting to order at 9:10 a.m.

Mr. Whitworth announced his upcoming retirement and presented a slide depicting the agenda. A copy of the slide is attached hereto and made a part of these minutes. With regard to an update for agency access to audio, Drew Smous indicated that agreements regarding usage and retrieval of recordings are being drawn up for the participating agencies. Mr. Whitworth noted ORCAT (Office of Regional Communications and Technology) staff's plan to move the South PD and FR ORT (Operational Review Team) meetings to afternoons starting in May. There was no objection.

Mr. Whitworth continued to review the agenda. As for radio procedure for silent hold-up alarms at banks, Captain Jose Vargas of the Pembroke Pines Police Department said he discussed the issue with his agency's command staff and it was decided upon that MAIN channel should be utilized. He went on to say that he is still working on the policy regarding signal types in terms of priority and time checks. He said this topic will be discussed at his agency's next staff meeting, and an update can likely be provided at the next (May) ORT meeting.

With regard to a language line update, Jenna DiPlacido recalled this issue being discussed at an ORT meeting for the Central Consolidated Dispatch Center. The State charges about 73 cents per minute to utilize the language line, but each agency must have their own contract. A number of agencies have expressed interest in this service. It is possible for multiple agencies to be included on the same contract and billed separately. She offered to provide contact information to any interested parties. Discussion ensued. Ms. DiPlacido pointed out that it is not allowed for

field units to request language line through dispatch (after the 911 call is disconnected) because of how the funds are allocated, which is where the need for agencies contracting with the State came in. An agency representative asked if the dispatcher could keep the 911 caller on the line, so a separate call to language line is not necessary. Ms. DiPlacido replied that it would not be possible because it would tie up the operator; traditionally operators disconnect the call upon the arrival of field units. Mr. Smous pointed out that BSO (Broward Sheriff's Office) maintains a list of foreign language speaking employees. Angela Mize stated that field units can contact a duty officer (to be provided with an individual from the list). In the event an officer needs a translator, the operator will execute an all-radio check to locate an employee capable of providing that service. Sheri White said it should be given consideration that the BSO foreign language assistance is prioritized according to incident types, and providing the service can be a matter of an overtime provision for a needed translator who is off duty. Mr. Smous added that the BSO foreign language assistance is a safety net for field personnel.

Mr. Whitworth continued to review the agenda. Currently, there are no open status Priority 1 incident tickets for review. Mr. Smous noted that data review, as shown on the agenda, is essentially the QI (Quality Improvement) process. The QI team reviews every incident ticket to determine root causes and develop countermeasures. He presented a slide showing all of the incidents from January, 2015. A copy of the slide is attached hereto and made a part hereof these minutes. Ms. Mize indicated that every incident is researched and that information is provided to ORCAT; the information is also provided to BSO's QA (Quality Assurance) unit to address the matter and any operators that are involved. Mr. Smous emphasized the importance of agency representatives submitting incident tickets. Mr. Whitworth expressed agreement with Mr. Smous' statement as to the importance of incident ticket submissions. Ms. Mize pointed out that BSO's QA unit randomly pulls calls every month; in March, 2015 the QA unit randomly pulled (and reviewed) 300 calls for service to include call-takers, dispatchers, and teletype operators. The QA unit is finding massive disconnects between pre- and post-consolidation operator practices. The QA unit tracks every operator and policy violations, and progressive discipline is applied. About 12 operators have been given formal remedial training which includes pulling the individual from the position and placing him with a training officer for time periods as lengthy as over 240 hours. She stressed that BSO is taking a proactive, rather than a reactionary, approach to dispatch issues. Mr. Smous reviewed a slide entitled Call Taker - Address Collection Workflow, a copy of which is attached hereto and made a part hereof these minutes.

Lieutenant Albert Cooper of the Hollywood Police Department indicated that several calls came into Broward's regional dispatch that are actually for Hollywood, California. He asked if operators could ask if the caller is located in Florida if the area code is out-of-state. Mr. Whitworth noted that numerous 911 callers are located in the state of Florida, but simply have out-of-state cellular numbers. Sergeant Travis Morris of the Hollywood Police Department pointed out that there is no police department specifically for Hollywood, California; so, when that information is entered in an internet search, the Hollywood Police Department here in Florida comes up. Lieutenant Cooper clarified that his request only applies to instances when the address provided by the caller is not accepted in CAD (Computer Aided Dispatch). Ms. Mize noted that Hollywood Boulevard exists here in South Florida and California. Nonetheless, training bulletins can be provided to dispatch staff to ask callers if they are in Florida if CAD does not accept the Hollywood address provided. Mr. Whitworth thought field personnel should be responsible for asking dispatch if the address was verified if it was forced into CAD.

Mr. Whitworth went on to review the agenda, noting the issue of inconsistency with notifications to bordering jurisdictions about in-progress events. Sergeant Ed Smith of the Davie Police Department indicated that, at random times, his agency receives notifications about burglaries in

progress in the cities of Tamarac and West Park. Captain Richard Moore of the Davie Police Department added that his agency does not (consistently) receive notifications about events within close proximity to Davie. He elaborated upon a vehicle accident that occurred previously. Ms. Mize indicated that this represents two separate issues. The first is that there is a brand new position, DLE/TAC, in all three consolidated dispatch centers; this includes new policies and expectations and BSO must educate staff to that. BSO's current policy states that, if certain signals are dispatched, the DLE/TAC position gets an automatic message stating such; there are about 10 such signals. The DLE/TAC dispatcher is supposed to broadcast the message to the other two dispatch centers. In turn, those dispatchers are supposed to go over their talk group to announce if it is, jurisdictionally, a city within their area. She added that the type of accident described by Captain Moore would not be included as part of the notification process; however, additional signals can be added if desired. Mr. Smous stated that BSO's policies are posted on the regional portal, and were previously distributed to ORT members. He invited agency representatives to review the policies and recommend any desired revisions. He noted that Lieutenant Cooper reviewed all BSO policies so his agency would have full understanding of changes to occur post-consolidation. Also, Lieutenant Cooper has recommended some policy revisions. He elaborated upon a technology issue that affected the matter raised by Captain Moore and Sergeant Smith where the notification messages were displayed on the wrong console for several weeks at the South Consolidated Dispatch Center, and not on the DLE/TAC position. However, the issue was resolved. Sergeant Smith mentioned another issue is his agency does receive information that should not be broadcast over the radio. Ms. Mize reasoned that she prefers dispatchers to over-provide (notifications), rather than under-provide for moving, inprogress events. Sergeant Smith agreed that should be the case for moving, in-progress events. But there have been instances where his agency has received unnecessary notifications. Ms. Mize pointed out that a notification broadcast is not necessarily a request for participation of field units, it is simply a notification. Further, there is a DLE/TAC policy and the MAIN channel multiselect policy. If certain signals come through, they should be multi-selected to ensure neighboring jurisdictions are notified. She confirmed for Sergeant Smith that this is included in BSO's policies. She further confirmed for Ms. DiPlacido that the multi-select cities are pre-set, so there would not be an instance of an operator incorrectly choosing the City of Davie in a multi-select.

With regard to standardizing radio talk group names, Mr. Whitworth explained that Jose M. De Zayas of ORCAT is endeavoring to establish one named countywide talk group. When that is in place, the issue of standardizing talk group names will be resolved. This topic is discussed at the (quarterly) Regional Public Safety Communications Committee meetings. Major John Savaiko of the Miramar Police Department referred to a newsletter distributed by Mr. De Zayas that includes updates on this topic. He suggested the newsletter be distributed to all ORT members as it is valuable information. Mr. Whitworth recalled sending the newsletter to South ORT members.

Mr. Whitworth went on to review incident ticket number 329027, a copy of which is attached hereto and made a part hereof these minutes. Lieutenant Cooper said he had addressed the matter via an email to officers. He asked if it is possible to disable the function (field units placing themselves arrival via MDC [Mobile Digital Communicator] without verbal notification to dispatcher). Ms. White replied that disabling the function is not possible. Another issue is that field units must switch to "AR" (arrival) status when pulling case numbers via MDCs for area checks; otherwise they will be placed in "on view" status which has an automatic timer that times out after three minutes.

Ms. Mize reviewed incident ticket number 336585, a copy of which is attached hereto and made a part hereof these minutes. Mr. Smous thought information specific to each consolidated dispatch center can be posted on the regional portal. Mr. Whitworth clarified that incident number 336585 refers to a daily roster. Mr. Smous stated that, nonetheless, the consolidated dispatch

centers need to have information from participating agencies and the regional portal can serve as a central repository. Ms. Mize pointed out that the regional portal is only accessible by site managers; line-ups are sent to each shift (at the dispatch center) and the desire is to not have to track down the site manager or assistant site manager to obtain this information. Sergeant Smith agreed that it is a good idea for officers to provide a cellular phone number on the daily line-up (as requested in incident ticket 336585), but did not believe his agency's officers would be willing to provide it because they are not issued work cellular phones. Discussion ensued. Ms. DiPlacido noted a plan to begin executing a (countywide CAD-generated) page for law enforcement to alert field personnel of system outages, similar to what has been in effect for fire rescue.

Mr. Smous indicated that all ORT members should be in receipt of an email notification announcing the regional portal. He reviewed the policy dashboard live online, as well as the Regional Policy Change Request form, a copy of which is attached hereto and made a part hereof these minutes. The Regional Policy Change Request form will be completed by any policy sponsors; it serves as justification for the desired policy change. He mentioned an issue referenced by Chief Chester Bolton of Pompano Beach Fire Rescue that fire rescue units are staging too long, waiting for law enforcement to get on scene. An agency representative said his agency has been experiencing the same problem. A policy is being created by his agency for the fire department to go on PD's x-ray channel to find out if they are needed by PD because they have not been receiving that information from fire command. Ms. Mize believed Chief Bolton's issue is different than the matter raised at this meeting. The agency representative said there is already a policy stating that once the law enforcement dispatcher is told its clear (for fire rescue) to enter the scene, that dispatcher should transmit the information directly over the fire rescue talk group. Chief Bolton's issue is that his field units are staging, but law enforcement is taking an excessive amount of time to give them the "go-ahead" to enter the scene. Ms. Mize stated that, if law enforcement dispatch advises to send in fire rescue field units, but fire rescue does not receive the message, an incident ticket should be submitted because a policy is in place requiring the law enforcement dispatcher to transmit (the message) over fire rescue's MAIN channel. Mr. Smous continued to review the policy dashboard. He referred to the Regional Policy Change Request Process workflow chart, a copy of which is attached hereto and made a part hereof these minutes. He noted the contact information stored on the Regional Portal, and invited meeting attendees to submit any additional or revised contact information for posting.

With regard to phone outage notification procedures, Ms. DiPlacido recalled that non-emergency lines had gone down at Central and field units inquired as to the notification procedure. She said the process, according to Ms. Mize, is that dispatchers should send CAD and teletype messages, as well as issue BOLOs. Also, the goal is to (eventually) send pages to law enforcement field personnel's cellular phones. To that end, ORCAT staff will advise PD ORT members of the information needed to set up the page.

Mr. Whitworth mentioned that he is working on a consolidated dispatch disaster recovery plan. Some examples of flee-to situations are a fire at a dispatch center, or a complete (phone line) outage. The disaster recovery plan will include flee-to locations. The most significant challenge in designing a flee-to plan is that dispatchers will not be dispatching while going to the flee-to location. He asked meeting attendees if it would be reasonable to include in the disaster recovery plan that all field units go to the Bravo channel after the announcement is made, and remain on that channel until dispatchers are set up at the flee-to location. He further inquired as to whether the preference is to pull all field units in and answer calls from the station as is the current practice when there are radio issues. Discussion ensued. Ms. Mize preferred to task the flee-to dispatch center to patch as many channels as possible. Mr. Whitworth noted that, once dispatch personnel arrive at the flee-to location, they will log-in, go back on MAIN channel, and be up and running.

He said it will be included in the disaster recovery plan that radio channels will be combined (via patching) until dispatch personnel arrive at the flee-to location. There were no objections.

Captain Moore recalled a recent incident wherein a Davie PD unit went into the City of Sunrise. The Davie unit went on the MAIN channel to request a Sunrise PD unit; a debate ensued as to who should be notifying Sunrise PD. Mr. Whitworth asked Captain Moore to submit an incident ticket. Discussion ensued. Captain Moore said there has been feedback indicating that a lot is being left to the discretion of dispatchers. Given the number of dispatchers with differing competency levels, he thought discretion should not be given to them. Mr. Whitworth stated that ORCAT staff agrees. Ms. DiPlacido said the objective is to revise policies to limit decisions dispatchers have to make. Captain Moore noted that there is value in common sense; the question is where to draw the line between common sense and discretion. Captain Vargas believed there are too many call types where time checks are left to dispatchers' discretion; the review of this policy will focus on that.

There being no further matters to address, the meeting adjourned at 10:30 a.m.



<u>Agenda</u>

South PD Operational Review Team Meeting Emergency Operations Center 201 NW 84 Avenue, Plantation, FL Room 332-A

> Date: Thursday, April 30, 2015 Time: 9:00 AM

- I. Call to Order
- II. Old Business
 - a. Agency access to audio update
 - b. Beginning in May, South PD ORT meetings to be held in afternoons 1:30 p.m. to 2:30 p.m.
 - c. Radio procedure for silent hold-up alarms at banks, Pembroke Pines PD – BSO recommends this be handled on main channel, rather than tactical – Obtain follow-up from Captain Jose Vargas of Pembroke Pines
 - d. Policy Sponsor Update Captain Jose Vargas of Pembroke Pines (signal types in terms of priority and time checks)
 - e. Language Line Update agencies cannot piggyback on County contract, but can have one new contract for all County agencies with separate billing
- III. Open Status Priority 1 Incident Review
- IV. Incident Disposition Review
- V. Data Review

- a. January Incidents
- b. Call-taker Address Collection Workflow

VI. Participating Agency Policy Issues

- a. Inconsistency with notifications to bordering jurisdictions about in-progress events raised by Assistant Chief Keith Dunn, Davie PD at April 9 BCCCC meeting
- b. Standardization needed within each regional center as to names of radio stations raised by Sergeant Roger Krege, Sunrise PD at April 14 Central PD ORT meeting

VII. Operator Policy Issues

- a. Incident ticket # 329027
- b. Incident ticket # 336585

VIII. New Business

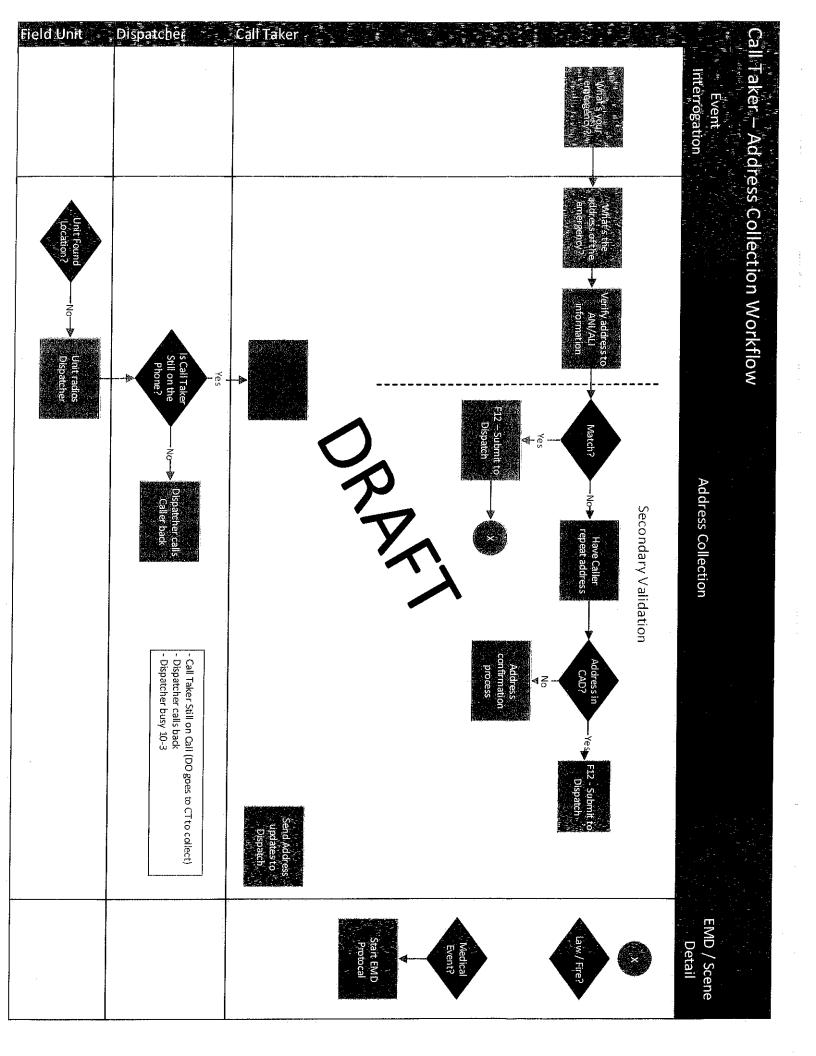
- a. Policy Dashboard Review
- b. Regional 911 Incident Response Form
- c. Regional 911 Portal
- d. Regional Policy Change Request Form
- e. Regional Policy Change Request Process
- f. Phone outage notification procedures
- g. BSO suggested ORCAT staff be consulted to develop a separate CAD-generated HipLink page for DLE

IX. Adjourn

January Incidents Incident

POOM ALL DESCRIPTION OF THE PROPERTY OF THE PR				
Created call for the Coronit Creek Seminole Hardrock instead of Hallamod	Addressing	Call Taker	297572 Information Gathering	297572
Send call to Seminole instead of creating a call for Seminole park in HW	Addressing	Call Taker	297591 Information Gathering	297591
Didn't enter the FR call from Law in a timely manner	Failure to Create CAD Event	Dispatcher	307766 Information Dissemination	307766
Sent FR call to non participating Parkland Dispatch	Regional knowledge - Dispatched for Parkland	Call Taker	308008 Information Dissemination	308008
Entered wrong address. Repeated address instead of asking caller to repeat it.	Addressing	Call Taker	308524 Information Gathering	308524
Didn't create a fire HAZmat call with initial Law event	Failure to create CAD event	Call Taker	309343 Information Dissemination	309343
Resolution in 311027 - Duplicate Incident				309491
Was not responding in a timely manner. Handling the volume of traffic.	Radio Traffic Management	Dispatcher	310590 Operator Performance	310590
	Failure to create CAD event	Call Taker	310873 Information Dissemination	310873
Didn't interrogate properly before dispatching call. Didn't ask if weapon caused injury to wrist	Event Interrogation - Law	Call Taker	311027 Information Gathering	311027
Didn't choose the right signal	EMD Classification	Call Taker	311122 Misclassification	311122
- 1	Addressing	Call Taker	Information Gathering	
	Failure to create CAD event	Call Taker	311162 Information Dissemination	311162
Send EMD to non participating Parkland Dispatch	Regional knowledge - Dispatched for Parkland	Call Taker	311560 Information Dissemination	311560
Didn't interrogate for injuries	Event Interrogation - FR	Call Taker	Information Gathering	
Didn't verbalize updates	Reviewing Updates - Verbalize Event	Dispatcher	Failure to act on updates	
	Failure to create CAD event	Call Taker	Failure to act on updates	
Didn't monitor calls - Second CT got new information; assault	Reviewing Updates	Dispatcher	311612 Information Dissemination	311612
Didn't read safety flags	Verbalizing Safety Flag	Dispatcher	312387 Information Dissemination	312387
Didn't search for common place properly	Addressing	Call Taker	312950 Equipment Use	312950
Removed Officer from call vs stopping timechecks when requested	Updating Unit Status	Dispatcher	313656 Operator Performance	313656
Didn't submit HAZMAT page once advised	Failure to Create CAD Event	Dispatcher	313841 Failure to act on updates	313841
Didn't select proper city in CAD	Addressing	Call Taker	313920 Equipment Use	313920
Did not enter correct address	Addressing	Call Taker	313978 Information Gathering	313978
Not an operator error but no policy to define whether or not the dispatcher should have asked the officer if they needed backup.			314126 Follow Policy	314126
			314136 Non Issue	314136
Changed the status of the OnView to Arrival Status stopping the timer	Updating Unit Status	Dispatcher	314364 FOIIOW POICY	314364
Didn't use address or phone number provided by system.	Addressing	Call Taker	314442 Equipment Use	314442
Didn't properly get secondary address validation	Addressing	Call Taker	315008 Information Gathering	315008
Didn't assign proper Rescue units based on the escalation	Reviewing Updates - EMD Assignment	Dispatcher	315620 Failure to act on updates	315620
Didn't select proper city in CAD	Addressing	Call Taker	315930 Equipment Use	315930
Entered incorrect street type in CAD (St instead of Ave)	Addressing	Call Taker	Information Gathering	
Didn't interrogate caller properly for an accident with injuries	Event Interrogation - FR	Call Taker	316184 Information Gathering	316184
Summary	Service Category	Position	Category	incident

			-		Dispatcher						Call Taker
Radio Traffic Management	Verbalizing Safety Flag	Failure to Create CAD event	Updating Status	Reviewing Updates	9	EMD Classification	Regional knowledge	Event Interrogation	Failure to Create CAD event	Addressing	21
1	1	2	2	3		1	2	3	4	11	



BMC SERVICE DESK EXPRESS

Incident:

329027

As of 28 Apr 2015 3:14:16 PM

Page 1 of 3

Incident

Client Information		Assign to Information
Last Name: WHITE First N	ime: SHERI	Ext
Client ID: SHWHITE		
Company ID: BROWARD COUNTY	n og skriver og skrive Regner og skriver og s	OCTOPS
Plone:	Ext.	
ncident Information		
Category: ORCAT - REQUESTS	ORCAT - REQ	QUESTS
Impact ID; LOW	Opened: 25 Mar	r 2015- 1:53:24 PM Problem:
Urgency (D: LOW	Priority ID: ⁵	Responded Date and Time:
Status: OREN	Due Date: 1Apr 2	2015 8:53:24 AM Service Name:
First Call Resolution:	SLAID:	

<u></u>	
DESCRIPTION:	Subject: 911 Operations
	From: SMTP:{Sheri_White@sheriff.org}Sheri_White@sheriff.org
	Message: DATE OF INCIDENT: 3/24/2015
	INCIDENT NUMBER: See below
	PRIORITY LEVEL: MEDIUM
	LOCATION: South PSAP
	REPORTED BY:
	NAME: Sheri White
	MUNICIPALITY:
	AGENCY: BSO Regional Communications
	EMAIL ADDRESS: sheri_white@sheriff.org
	TELEPHONE NUMBER:954-320-0608
	INCIDENT DETAILS: Hollywood Units continue to pull case numbers and place themselves arrival on calls via MDC without verbal notification to the dispatcher. They additionally will code-out calls without
	notifying the dispatcher 33B19 case (33/43208), 33B02 33/42861, 33/42785 and 33/42775.
	ADDITIONAL COMMENTS:
	Sheri White, RPL, ENP
	Site Manager South Regional Communications
	Broward Sheriff's Office
	Office: 954-320-0608 Email: Sheri_White@sheriff.org
	[BSO_Logo]
	Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure.
RESOLUTION:	
Whiteboard Inform	nation
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CI Information	
Cl Assembly:	
Asset Tag #:	

Incident Details				
DATE	STAFF	DESCRIPTION	ACTION ID	DURATION
25 Mar 2015 1:53:24 PM	SYSTEMACCOUNT	Opened Call	HD_OPEN	00:00:00
25 Mar 2015 1:53:25 PM	SYSTEMACCOUNT	Call Taken By SYSTEMACCOUNT	HD_TAKEN	00:00:00
8 .				
25 Mar 2015 1:53:26 PM	SYSTEMACCOUNT	Forwarded To Group OCT OPS	HD_FRWD_GROU	00:00:00
≅.				
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25 Mar 2015 1:53:27 PM	SYSTEMACCOUNT	The Clock has been started	START_CLOCK	00:00:00
S.				
Work Orders		발에 하시 아이지 모든 전에 하지 않는 것으로 괜찮 요요요 이 사람들은 사람들은 사람들이 보다 보다 말았다.		
Attachments				
FILE NAME	URL	LINK		FILE SIZE(BYTES)
image001.jpg				7127

BMC SERVICE DESK EXPRESS

Incident:

336585

As of 28 Apr 2015 3:17:01 PM

Page 1 of 2

Incident

Client Information	Assign to Information
Last Name: MIZE First Name; ANGELA	
Client ID: AMIZE	
Company ID: BROWARD COUNTY	OCT ORS
Phone: Ext:	사용하는 것을 보고 있다. 그런 사용하는 것으로 보고 있다.
Incident Information	

Category: ORCAT - REQUESTS

ORCAT - REQUESTS

Impact ID: LOW

Opened: 24 Apr 2015 3:30:24 PM

Problem:

Urgency ID: LOW

Priority ID: 5

Responded Date and Time:

Status: OPEN

Due Date: 1 May 2015 10:30:24 AM

Service Name:

First Call Resolution:

SLA ID:

DESCRIPTION: Subject: 911 Operations

From: SMTP:{Angela_Mize@sheriff.org}Angela_Mize@sheriff.org

Message: Requesting all DLE Agencies to include a SGT/OIC cell phone with the daily line ups - this will assist us in identifying and being able to contact the appropriate supervisor in the event of a critical incident

in which notifications are required.

RESOLUTION:

Whiteboard Information

Whiteboard ID:

CI Information

Ci Assembly:

Asset Tag #:

Incident Details				
DATE	STAFF	DESCRIPTION	ACTION ID	DURATION
24 Apr 2015 3:30:24 PM	SYSTEMACCOUNT	Opened Call	HD_OPEN	00:00:00
B.				
24 Apr 2015 3:30:25 PM	SYSTEMACCOUNT	Call Taken By SYSTEMACCOUNT	HD_TAKEN	00:00:00
3				
24 Apr 2015 3:30:26 PM	SYSTEMACCOUNT	Forwarded To Group OCT OPS	HD_FRWD_GROU	00:00:00
3.				
24 Apr 2015 3:30:27 PM	SYSTEMACCOUNT	The Clock has been started	START_CLOCK	00:00:00
<u>s</u> .				

Work Orders

Attachments

Broward County Regional Communications

Regional Policy Change Request

Requested By: Enter Name	ž	ORT Representative: Enter Name
Request Date: Click here to	o enter a date.	Agency: Click here to enter agency
Request Type: 🗆 New	☐ Change	Related Incident # Enter Incident number
Change Justification		
Enter the justification of th	e change	
Risk if Not Changed		
Enter the impact if the police	cy is not implemented	-
Complete for Policy Cha	anges	
Policy Section # Enter policy	y section number	
Current Policy:		
Enter the Policy verbiage		
Regional Policy Verbiag	е	
Modified or New Policy:		
Enter the new Policy verbia	ge	
Training Required		
☐ Call Center	☐ Field	