

**RESOLUTION OF THE  
WHITE MOUNTAIN APACHE TRIBE OF THE  
FORT APACHE INDIAN RESERVATION**

**WHEREAS,** the Tribal Council in preparation for the upcoming Tribal budget year at a prior meeting authorized a co-payment provision for certain medical services covered under the Tribe's Employee Health and Welfare Plan; and

**WHEREAS,** following review by Tribal staff, the determination was made to implement a \$5.00 co-payment for office visits, a \$3.00 co-payment for prescriptions, and a \$20.00 co-payment for emergency room visits, effective May 1, 2000; and

**WHEREAS,** the office co-payments would apply for all office visits except for visits to vision and dental providers; and

**WHEREAS,** the Tribal Council has approved other measures concerning the procedures for collecting employee contributions for health coverage; and

**WHEREAS,** those measures will come into effect on or about July 1, 2000; and

**WHEREAS,** it would be beneficial to implement all pending and new measures to the Plan on the same date for purposes of educating Tribal employees on the new Plan changes and to prevent confusion which may arise from implementing plan changes over a period of several months; and

**WHEREAS,** the co-payment provision will constitute a modest contribution by the employee for the services rendered and, perhaps more importantly, encourage Plan participants to evaluate the need for medical services prior to the time such services are sought; and

**WHEREAS,** the Tribal Council concludes that it would be more effective to implement these co-payment provisions at the time of the other Plan changes.

**BE IT RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby authorizes a co-payment provision for the Tribal Health and Welfare Plan, as an amendment to such Plan, to be effective on or about July 1, 2000, and in any event, to be implemented on the same date as the implementation of the Tribe's Section 125 Plan.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that the co-payment provision shall consist of the following:

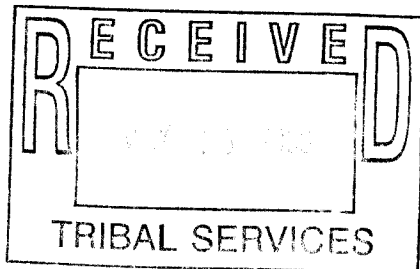
Resolution No. 04-2000-122

1. \$5.00 co-payment for office visit except for vision and dental visits;
2. \$3.00 co-payment for prescription;
3. \$20.00 co-payment for emergency room visit.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it directs the Human Resources Division to notify Tribal Health and Welfare Plan participants and Plan providers of the Plan changes.

**BE IT FURTHER RESOLVED** by the Tribal Council of the White Mountain Apache Tribe that it hereby directs the Tribal Chairman, or in his absence the Vice-Chairman, to execute any documents needed to carry out the intent of this Resolution, including execution of the amendment to the Employee Health and Welfare Plan for the co-payment provisions.

The foregoing resolution was on April 26, 2000 duly adopted by a vote of THREE for, TWO against and ONE abstention by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article IV, Section 1 (a), (b), (h), (i), (s), (t), and (u) of the Constitution of the Tribe, ratified by the Tribe September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



A handwritten signature in black ink, appearing to be "D. L. G.", written over a horizontal line.

Chairman of the Tribal Council

A handwritten signature in black ink, appearing to be "Andy Harvey-Burnette", written over a horizontal line.

Secretary of the Tribal Council