



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

(Authorizing a Reduction in Employee Health Benefits)

WHEREAS, pursuant to Article IV, Section 1(a) and 1(s) of the Constitution of the White Mountain Apache Tribe, the Tribal Council has the authority to represent the Tribe and act in all matters that concern the welfare of the Tribe; and

WHEREAS, the Tribe is currently experiencing a financial hardship and must cut expenditures to maintain operations and meet debt obligations; and

WHEREAS, providing health benefits to tribal employees is a great cost to the Tribe and the Tribal Council has considered the following reductions in employee health benefits to help alleviate the financial burden of the Tribe:

1. Eliminating Short Term Disability, Long Term Disability, Life Insurance, Dental and Vision;
2. Eliminating AFLAC coverage through the Tribe;
3. Eliminating the retiree program under the Tribe's health plan going forward (existing Retirees would be grand-fathered in and allowed to retain their coverage, but shall be subject to a new rate of \$345.45 employee only coverage / \$827.66 family coverage);
4. Increasing COBRA rates to a new rate of \$353.32 employee only coverage / \$845.17 family coverage;
5. Increasing office co-pays from \$10.00 to \$20.00;
6. Increasing the employee cost of Emergency Room visits from \$50.00 to \$100.00;
7. Applying a \$250.00 per person annual deductible;
8. Changing the health plan payment from 100% to 80% for Preferred Provider Organization (PPO In Network) with patient responsibility at 20% with an out-of-pocket person maximum of \$2,000.00 annually, and Non-PPO (Out of Network) 60% coverage with patient responsibility at 40%; and
9. Requiring a court order for custody/guardianship for any minor that is not a natural child of an employee/spouse.

WHEREAS, the White Mountain Apache Tribe having taken emergency actions to address an economic crises within the Tribe, now desires to amend the health plan document to effectuate the changes mentioned herein with an effective date of July 1, 2010; and

WHEREAS, the Tribal Council finds that it is in the best interest of the Tribe to authorize the reduction in employee health benefits referenced herein.

BE IT RESOLVED by the Council of the White Mountain Apache Tribe that it hereby authorizes the following reduction in employee health benefits, effective July 1, 2010:

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1. Eliminate Short Term Disability, Long Term Disability, Life Insurance, Dental and Vision;
2. Eliminate AFLAC coverage through the Tribe;
3. Eliminate the retiree program under the Tribe's health plan going forward (existing Retirees would be grand-fathered in and allowed to retain their coverage, but shall be subject to a new rate of \$\$345.45 employee only coverage / \$827.66 family coverage);
4. Increase COBRA rates to a new rate of \$353.32 employee only coverage / \$845.17 family coverage;
5. Increase office co-pays from \$10.00 to \$20.00;
6. Increase the employee cost of Emergency Room visits from \$50.00 to \$100.00;
7. Apply a \$250.00 per person annual deductible;
8. Change the health plan payment from 100% to 80% for Preferred Provider Organization (PPO In Network) with patient responsibility at 20% with an out-of-pocket person maximum of \$2,000.00 annually, and Non-PPO (Out of Network) 60% coverage with patient responsibility at 40%; and
9. Require a court order for custody/guardianship for any minor that is not a natural child of an employee/spouse.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it hereby directs the Chairman of the White Mountain Apache Tribal Council, in his official capacity and as an official act of the White Mountain Apache Tribe in furtherance of this resolution, to execute an amendment to the Tribe's health plan, where applicable, to effectuate the changes made herein.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that it hereby directs the Tribe's Human Resource Department to send all applicable notices required by law to the employees.

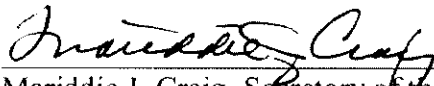
BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that in the event of any inconsistency between this Resolution and any other Resolution or Policy, this Resolution shall govern, and any and all tribal policies and procedures are hereby amended for consistency herewith.

BE IT FURTHER RESOLVED by the Council of the White Mountain Apache Tribe that the Chairman, or in his absence, the Vice Chairman, is hereby authorized to execute any and all documents necessary to effectuate the intent of this Resolution.

The foregoing resolution was on **JUNE 14, 2010** duly adopted by a vote of **NINE** for and **ONE** against by the Tribal Council of the White Mountain Apache Tribe, pursuant to the authority vested in it by Article IV, Section 1 (a), (i), (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).



Ronnie Lupe, Chairman of the Tribal Council



Mariddie J. Craig, Secretary of the Tribal Council