

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

WHEREAS, the White Mountain Apache Tribe currently provides a Health and Welfare Benefit Plan for tribal employees through a partially self-funded plan; and

WHEREAS, the Health and Welfare Benefit Plan presently includes 100% medical coverage for employees and their dependents, and term life insurance coverage at one and one-half times (1 1/2 X) the employees salary, not to exceed a total sum of \$40,000.00; and

WHEREAS, a benefit enhancement survey was conducted on July 22, 1991 of all full-time eligible White Mountain Apache Tribal employees, requesting their opinions on enhanced benefit coverage to include: (1) comprehensive dental plan, (2) comprehensive vision plan, (3) short term disability plan, (4) long term disability plan, (5) increased coverage in term life insurance; and

WHEREAS, 61.2% of all full-time eligible White Mountain Apache Tribal employees responded to the survey; and

WHEREAS, of those employees who responded to the survey, 86.7% responded favorably to the benefit enhancement plan and are willing to increase their payroll deductions; and

WHEREAS, the Director of the Division of Human Resources has submitted to the White Mountain Apache Council for their review:

- (1) the benefit enhancement survey questionnaire, and
- (2) the employee results in response to the survey, and
- (3) an overview of the enhanced benefits plan and it's projected costs.

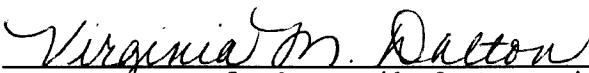
BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it hereby approves the addition of the (1) comprehensive dental plan, (2) comprehensive vision plan, (3) short term disability plan, (4) long term disability plan, (5) the increase in the term life insurance coverage at twice the employees salary, not to exceed \$100,000.00 to the current Health and Welfare Benefit Plan to begin on November 01, 1991.

BE IT FURTHER RESOLVED by the Tribal Council that it hereby directs the Director of Human Resources to implement the Health and Welfare Benefit Plan design changes and to conduct employee enrollments and a Benefit's Fair to ensure that all full-time employees fully understand the benefits enhancements and are properly enrolled in the plan prior to its start date of November 01, 1991.

The foregoing resolution was on September 17, 1991, duly adopted by a vote of six for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by Article V, Section 1 (i) of the Amended Constitution and Bylaws of the Tribe, ratified by the Tribe June 27, 1958, and approved by the Secretary of the Interior on May 29, 1958, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council

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FORT APACHE INDIAN AGENCY
WHITERIVER, ARIZONA