White Mountain Apache Tribe
COVID-19 Re-Opening Phases

**Emergency Phase:**
- Shelter-in-Place Order Activated
- Emergency Operations Center Activated
- Public Safety continues to operate at full-time status.
- Department Heads Report to Work for official business hours or as needed:
  - Call into the EOC Department calls as scheduled (log in information will be provided);
  - Non-emergency employees placed on Safety Leave;
  - Employee check-in and self-reporting in effect at the workplace (see Personnel Policies Addendum);
  - Site Management Practices in-effect at the workplace (see Personnel Policies Addendum);
  - Prevention/Risk Management Practices in-effect at the workplace (see Personnel Policies Addendum);
  - Home visits allowed in accordance with off-site process (see Personnel Policies Addendum);
  - Employee Vehicle Use Policy in-effect (see Personnel Policies Addendum); and
  - Tribal Employee and Resident Travel Policy in-effect (see Personnel Policies Addendum).
- Funeral Restrictions in Place
  - Graveside service only, with 10-person limit, not to exceed two hours.
- All outdoor recreation activities prohibited.
- No visitors allowed.
- Residents are to workout at home or on their residential property.
- Reservation-wide curfew in-effect from 8:00 p.m. to 5:00 a.m.

**Movement between Phases**
- Movement between phases can be occur forwards and backwards and shall be determined based on a two-week positivity rate which is tracked in house and provided in the Johns Hopkins weekly report.
- Any time positivity rates are at or below 5% on a two-week average or the recommendation of the Emergency Operations Center with approval by the Tribal Council, the Tribe can move forward in the Phased Reopening Plan.
- Anytime positivity rates are above 5% on a two-week average, the Tribe can move backwards in the Phased Reopening Plan.
A return to the Emergency Phase will be done anytime the Tribe activates a Shelter-in-Place Order.

**Phase One**
- Each Department’s Emergency Employees work on restricted schedule for their official business hours or as needed.
- Outdoor work may resume including maintenance and construction.
  - Departments open to the public by appointment only according to policy (see Personnel Policies Addendum);
  - Employee Check-In and Self Reporting Initiated in the workplace (see Personnel Policies Addendum);
  - Site Management Practices in effect at the workplace (see Personnel Policies Addendum);
  - Prevention/Risk Management Practices in-effect at the workplace (see Personnel Policies Addendum);
  - Non-emergency employees placed on Safety Leave;
- Home visits allowed in accordance with off-site process (see Personnel Policies Addendum);
- Employee Vehicle Use Policy in effect (see Personnel Policies Addendum)
- Tribal Employee and Resident Travel Policy in-effect (see Personnel Policies Addendum).

- Tribal member fishing allowed in accordance with current Tribal Ordinances.
- Tribal member hunting allowed in accordance with current Tribal Ordinances.
- Tribal member woodcutting allowed in accordance with current Tribal Ordinances.
- No visitors allowed in the home.
- Public and family gatherings are prohibited.
- Workouts like walks and runs can resume, masks must be worn when social distancing cannot be safely achieved.
- Reservation-wide curfew in effect from 8:00 p.m. to 5:00 a.m.

**Phase Two:**

- All Tribal Department employees return to work for their official business hours.
  - Departments open to the public by appointment only according to Personnel Policies Addendum;
  - Employee check-in and self-reporting initiated in the workplace (see Personnel Policies Addendum);
  - Site Management Practices in effect at the workplace (see Personnel Policies Addendum);
  - Prevention/Risk Management Practices in effect at the workplace (see Personnel Policies Addendum);
  - Home visits allowed in accordance with off-site process (see Personnel Policies Addendum);
  - Employee Vehicle Use Policy in effect (see Personnel Policies Addendum); and
  - Tribal Employee and Resident Travel Policy in effect (see Personnel Policies Addendum).

- All Outdoor Recreation Activities open including fishing and camping in accordance with current Tribal Ordinances.
- Religious Gatherings allowed to resume in a modified manner according to established guidelines, Churches must have a Safety Plan on file with the EOC. Traditional gatherings must follow established guidelines (see Sunrise Dance Guidance).
- Reservation-wide curfew in effect from 10:00 p.m. to 5:00 a.m.

**Phase Three:**

- All Tribal Departments return to full-time schedule for their official business hours.
  - Departments open to the public by appointment only according to Personnel Policies Addendum;
  - Employee check-in and self-reporting initiated in the workplace (see Personnel Policies Addendum);
  - Site management practices in effect at the workplace (see Personnel Policies Addendum);
  - Prevention/Risk Management Practices in effect at the workplace (see Personnel Policies Addendum);
  - Home visits allowed in accordance with off-site process (see Personnel Policies Addendum);
  - Safety Leave in effect to supplement hours worked;
  - Employee Vehicle Use Policy in effect (see Personnel Policies Addendum); and
  - Tribal Employee and Resident Travel Policy in effect (see Personnel Policies Addendum).

- Outdoor activities may resume including sports and tailgate (see Indoor and Outdoor Policy)
- Public and Family Gatherings allowed, as outlined above, and in accordance with the Indoor and Outdoor Gatherings Policy.
- Reservation-wide curfew in effect from 10:00 p.m. to 5:00 a.m.
Return to a Modified Normal:

- All Tribal Departments return to full time schedule for their official business hours
  - Departments open to the public by appointment only according to policy Personnel Policies Addendum;
  - Employee Check-In and Self Reporting Initiated in the workplace (see Personnel Policies Addendum)
  - Site Management Practices in effect at the workplace (Personnel Policies Addendum)
  - Prevention/Risk Management Practices in effect at the workplace (see Personnel Policies Addendum)
  - Home visits allowed in accordance with off-site process (see Personnel Policies Addendum)
  - Safety Leave in-effect to supplement hours worked;
  - Employee Vehicle use Policy in effect (see Personnel Policies Addendum)
  - Tribal Employee and Resident Travel Policy in-effect (see Personnel Policies Addendum)

- All Indoor and Outdoor Activities follow the Indoor and Outdoor Policy.

Back to Normal:

- Vaccine available.
- Treatment available.
- All restrictions lifted.

- All current and applicable guidelines and restrictions including facemask wearing, hand washing or hand sanitizer usage, and social/physical distancing are in effect unless otherwise noted.