

# **REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES**

## **Chapter TP 7-725**

### **Member Preventative Medicine Incentive Program**



**August 5, 2025**

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**Index**

<b><u>Text</u></b>	<b><u>Page</u></b>
SECTION 1: PURPOSE	2
SECTION 2: BACKGROUND AND INTENT	2
SECTION 3: DEFINITIONS	3
SECTION 4: DELEGATED AUTHORITY	4
SECTION 5: AUTHORIZED PROGRAMS AND SERVICES	4
SECTION 6: ELIGIBILITY	5
SECTION 7: PROGRAM REQUIREMENTS	5
SECTION 8: DISPUTES	5

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## Chapter TP 7-725

### Member Preventative Medicine Incentive Program

---

#### SECTION 1: PURPOSE

The purpose of this policy is to authorize a program designed to promote the general welfare of the Redding Rancheria by incentivizing members of the Redding Rancheria to have regular preventative health tests to ensure that the health status of the membership is elevated to the highest possible level. The program is also to support and protect self-sufficiency and tribal self-determination by prioritizing preventative health care in a manner that is customized to provide the greatest benefit based upon the specific needs of the membership of the Tribe.

The program is in addition to the other health care programs of the Tribe and is intended to operate in coordination with the Member Health Safety Net, Supplemental Health Program, and all other health programs operated by the Redding Rancheria. It is deemed necessary by the Rancheria to curb historic patterns with regard to medical care, and to ensure the future success of the Tribe. The program serves a core and essential government function of the Rancheria and transcends individual financial need.

#### SECTION 2: BACKGROUND AND INTENT

- (a) The Tribal Council has determined that preventative medical care is an important need of the membership for its general welfare.
- (b) It is the intent of the Tribal Council to provide a program that will incentivize Tribal members to improve their individual – and the Tribe’s collective – health by regularly having basic preventative medical exams and related medical tests.
- (c) The Tribal Council has conducted due diligence in assessing the needs, facts and circumstances facing the Tribe and its members with regard to the health of its membership.
- (d) Coverage under the Redding Rancheria General Welfare Ordinance – This program and its associated benefits are authorized pursuant to the Redding Rancheria General Welfare Ordinance and Chapter TP 1-1100 of the Redding Rancheria Tribal Governmental Policies, as the same may be amended from time to time and shall be administered in accordance and compliance therewith. Program benefits are intended to constitute Indian tribal general welfare benefits excluded from taxable income under Internal Revenue Code Section 139E. Program benefits modeled after the IRS "safe harbor" rules are also intended to qualify for tax-free treatment under IRS Revenue Procedure 2014-35 and Notice 2015-34, as the same may be amended, which are looked to as good faith guidance by the Tribe in applying Code Section 139E pending the issuance of final regulations thereunder. All assistance provided in accordance with this policy is intended to qualify for favorable tax treatment to the fullest extent permitted by law.

# REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES

## Chapter TP 7-725

### Member Preventative Medicine Incentive Program

---

- (1) The program must be administered under specified guidelines and do not discriminate in favor of members of the governing body of the Tribe;
- (2) Program benefits will be made available to any tribal member who meets such guidelines;
- (3) Program benefits are for the promotion of general welfare;
- (4) Program benefits may not be lavish or extravagant; and
- (5) Program benefits may not be compensation for services.

### SECTION 3: DEFINITIONS

As used within this chapter, the following terms shall mean:

- (a) Administrator: The Chief Executive Officer of the Redding Rancheria or authorized designee.
- (b) Chief Executive Officer (CEO): The Chief Executive Officer of the Redding Rancheria.
- (c) Tribe: The Redding Rancheria, a federally recognized Native American tribe, in Redding, California.
- (d) Adult Tribal Member: An enrolled member of Redding Rancheria 18 years of age and up.
- (e) Preventative Medicine: An examination, procedure, screening or test which is done in order to prevent and/or detect a medical condition which endangers the health of the patient.
- (f) Calendar Year: Any 12-month period beginning January 1 and ending December 31.
- (g) Health Safety Net: The portion of the annual budget of the Tribe that includes the various health and welfare insurance provided to Tribal Members.

Other terms utilized herein shall have the same meaning as defined within the General Welfare Ordinance.

# REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES

## Chapter TP 7-725

### Member Preventative Medicine Incentive Program

---

#### SECTION 4: DELEGATED AUTHORITY

The Chief Executive Officer (CEO) is hereby delegated all administrative authority to carry out the day-to-day operations of the program, in accordance with General Welfare Implementing Policies – Chapter TP 1-1100 of the Redding Rancheria Tribal Government Policies.

#### SECTION 5: AUTHORIZED PROGRAMS AND SERVICES

There is hereby authorized the Redding Rancheria Tribal Member Preventative Medicine Program. Program expenditures are authorized for the payment of a financial incentive to enrolled adult tribal members to obtain certain preventative health care services.

- (a) Amount of the benefit: The total amount available for the program shall be the amount set within the current Tribal budget so long as budgeted resources are available.
- (b) Order of priority: Resources shall be administered on a first-come, first-served basis until budgeted resources are exhausted.
- (c) Source of funds: The benefits provided under this program shall be provided for in the Health Safety Net portion of the Tribal Program budget (40 percent).
- (d) Incentivized services: The preventative services that are incentivized by this program and the amount of each incentive are as follows:
  - (1) Annual Check-Up for adults including, at a minimum, depression screening, alcohol screening and pertinent lab tests (must include CBC, CMP, Hemoglobin A1c, Lipid Panel, Thyroid w/TSH, Vitamin D, Folate, B-12, C-Peptide and Cardio Reactive Protein).
    - (A) Amount of incentive - \$500 once per year.
  - (2) Colonoscopy Screening at a medical facility starting at 40 years of age.
    - (A) Amount of incentive - \$500 once every five years unless more frequent screening is recommended by a physician.
  - (3) Mammogram for females starting at 40 years of age .
    - (A) Amount of incentive - \$250 once per year.

## REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES

### Chapter TP 7-725

#### Member Preventative Medicine Incentive Program

---

(4) Cervical Cancer Screening for females starting at 21 years of age.

(A) Amount of incentive:

- (i) 21-29 years of age - \$250 for PAP smear once every three years.
- (ii) 30-65 years of age - \$250 for PAP smear once every three years; or \$250 for HPV test once every five years.
- (iii) Over 65 years of age - \$250 for cervical screening if recommended by a physician due to prior abnormal screening results.

#### SECTION 6: ELIGIBILITY

Adult enrolled members are eligible to participate in the Preventative Medicine Incentive Program according to the age and gender stipulations described above in Section 5.

#### SECTION 7: PROGRAM REQUIREMENTS

- (a) Member must complete, sign and submit a current Member Preventative Medicine Incentive Program Request form.
- (b) Attached to the form, the Member must include backup documentation that shows that the applicable preventative medicine checkup or screening has been completed. Acceptable forms of backup would include an insurance Explanation of Benefits (EOB), a signed and dated certification from a licensed medical provider, or some other evidence of compliance acceptable to the Administrator.
- (c) To be eligible for an incentive payment, the completed application and backup documentation must be submitted within 12 months of the date of service.

#### SECTION 8: DISPUTES

Any disputes arising from the administration of this program shall be adjudicated by the Tribal Executive Team in consultation with the Executive Director of Health Services

REDDING RANCHERIA TRIBAL GOVERNMENT POLICIES  
Chapter TP 7-725  
Member Preventative Medicine Incentive Program

---

Legislative History:

Originally Adopted by Tribal Council Resolution #066-08-05-25, dated August 5, 2025, with a program effective date retroactive to January 1, 2025.