

# OPTION 2: Revised Health Care Beliefs

April 17, 2018



CalPERS Core Values are engrained in the work we do every day. These values drive us to be transparent, accountable, and ethical to achieve CalPERS goals. We believe:

| Theme                                 | Belief   |
|---------------------------------------|--|
| <b>Health Program Sustainability</b>  | The <del>long-term</del> sustainability of the Health Program is the foremost consideration when reviewing proposed changes to benefits, coverage areas, and costs.  |
| <b>High Quality Care</b>              | <p><del>Health benefit designs should help improve health outcomes by maximizing high value care and reducing unwarranted care.</del></p> <p><u>Health benefit plan designs should improve member health outcomes, maximize quality, and reduce unwarranted care.</u></p>  |
| <b>Affordability</b>                  | Health premiums and out-of-pocket costs must be <del>affordable for members and sustainable for employers</del> <u>affordable and sustainable for members and employers.</u>   |
| <b>Comprehensive Care</b>             | Health plans shall encourage healthy life choices and provide access to essential health care and <del>a wide range of</del> <u>evidence-based</u> health services.  |
| <b>Competitive Plan Choice</b>        | <p><del>Competition leads to favorable cost trends and increased value; therefore, CalPERS members shall have access to competitive options among health plans, benefits, and providers.</del></p> <p><u>CalPERS shall manage competition among health plans to help drive cost containment and give members access to options among health plans, benefits, and providers</u></p> |
| <b>Quality Program Administration</b> | CalPERS shall meet the needs of its many stakeholders with responsiveness, accuracy, and respectful service.   |
| <b>Policy Leadership and Advocacy</b> | As a leader, the CalPERS Health Program shall engage in activities that influence the <del>local</del> <u>state</u> and federal policy landscape and align with other entities who share our values.   |