

# CalPERS Investment Policy for the Public Employees' Health Care Fund

## Effective Date

This policy is effective as of July 1, 2024, and supersedes all previous Public Employee's Health Care Fund policies.

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## Introduction

The California Public Employee's Retirement System (CalPERS) Total Fund Investment Policy, adopted by the CalPERS Investment Committee (Committee), sets forth CalPERS' overarching investment beliefs, purposes, and objectives with respect to all its investment programs.

This document sets forth the investment policy (Policy) for the Public Employees' Health Care Fund (Fund). The design of this Policy ensures that investors, managers, consultants, and other participants selected by CalPERS take prudent action while managing the Fund. Additionally, use of this Policy assures sufficient flexibility in managing investment risks and returns associated with this Fund.

The Fund was established to fund the self-funded health benefit plans administered by CalPERS that rely upon cash flows from premiums and investment income to fund health benefit payments.

This Policy should be read in conjunction with and is subject to applicable conditions contained within the CalPERS Total Fund Investment Policy. This Policy shall also be managed to comply with all applicable Investment Office policies.

## Strategic Objective

The Fund seeks to provide stability of principal, while avoiding large losses, enhance returns within prudent levels of risk, and maintain liquidity to meet cash needs.

## Responsibilities

Details regarding various levels of responsibility for this Fund are provided in Appendix 1, Reporting the Investment Committee, and Appendix 2, Investment Responsibilities.

## Investment Approach & Parameters

### A. Performance Objective and Benchmark

The benchmark for the Fund is specified in the CalPERS Total Fund Investment Policy benchmark appendix.

### B. Strategic Asset Allocation Process

A comprehensive Asset Allocation Strategy analysis shall be completed periodically that follows the schedule and process as described in the CalPERS Total Fund Investment Policy, Asset Allocation Strategy Section, and Reporting to the Investment Committee appendix. As further described in the Asset Allocation Strategy Section, the schedule may be altered to accommodate pending Board actions.

### C. Restrictions, Prohibitions and Authorized Securities

Restrictions, Prohibitions and Authorized Securities of the Fund are governed by the CalPERS Total Fund Investment Policy for internal funds and defined in each Manager's contract with CalPERS for external funds.

All transactions involving derivatives are governed by the CalPERS Total Fund Investment Policy, Global Derivatives and Counterparty Risk Section.

## Investment Constraints/Limitations

See Appendix 3 for Fund investment constraints/limitations

## Glossary of CalPERS Specific Terms

***Bold italicized*** terms appearing in the Policy are CalPERS specific in nature and are defined in the [CalPERS Specific Glossary of Terms](#).

## Policy Document History

See Appendix 4 for historical details of Investment Committee adoption and revisions of this Policy.

## Appendices

Appendix 1: Reporting to the Investment Committee

The following tables provide details regarding reporting to the Investment Committee:

1. Investment Office Staff
2. ***General Pension Consultant***

*Table 1: Investment Office Staff Reporting Responsibilities*

Ref #	Report Content	Frequency
1.	Staff shall provide a review that will include, but is not limited to, asset class allocations compared to Policy targets and ranges (as applicable), current market value, performance, and risk metrics.	No less than annually
2.	Staff shall report concerns, problems, material changes, and all violations of the Policy. These reports shall include explanations of any violations and appropriate recommendations for corrective action.	At the next Committee meeting, or sooner if deemed necessary

*Table 2: General Pension Consultant Reporting Responsibilities*

Ref #	Report Content	Frequency
1.	The Consultant shall monitor, evaluate, and report on the performance of the Fund relative to the benchmarks and this Policy and other applicable CalPERS Policies.	No less than annually

## Appendix 2: Investment Responsibilities

The following sections provide details regarding investment related responsibilities for the:

- Investment Committee
- Investment Office Staff
- **General Pension Consultant**
- **External Manager**

*Investment Committee Responsibilities*

1. Approve asset classes for investment and set a policy target allocation, permissible range, and benchmark for each asset class.

*Investment Office Staff Responsibilities*

1. All aspects of portfolio management, including monitoring, trading, analyzing, evaluating performance relative to the appropriate benchmark, and selecting and contracting with managers.
2. Provide individualized asset allocation strategy recommendations to the Committee, including selection of asset class benchmarks, and Policy targets and ranges.
3. Manage the asset class allocations of the Fund within Policy ranges approved by the Committee, in accordance with Policy guidelines.
4. Monitor internal and external managers in the implementation of and compliance with the Policy.
5. Develop and maintain investment procedures, program guidelines, and sub-program guidelines.

*General Pension Consultant Responsibilities*

1. Provide independent perspective and counsel to the Committee, to include routine communication with the Investment Office Staff and periodic reviews of processes and procedures.

*External Manager Responsibilities*

1. Manage the Fund in accordance with each manager’s contract with CalPERS and the Policy.
2. Communicate and cooperate with Investment Office Staff and authorized third parties regarding the management of the Fund.

Appendix 3: Investment Constraints/Limitations

*Asset Allocation Targets & Ranges*

Table 3 provides details regarding the asset allocation targets and ranges for the Fund. Upon adoption of significant policy changes, Staff will implement the changes within a reasonable time period.

Table 3: Allocation Targets & Ranges – Health Care Fund Effective July 1, 2024

Asset Class	Policy Target
Liquidity	100%
<b>Total Fund</b>	<b>100%</b>

*Target Tracking Error*

The Fund will be managed in a manner that minimizes any Tracking Error.

Appendix 4: Policy Document History

Table 4: Health Care Fund Policy History

Date	Detail
2013-04-15	Adopted by the Investment Committee
2013-12-03	Administrative changes to update template format and to align this policy with the Global Derivatives and Counterparty Risk Policy
2014-05-14	Administrative changes to standardize reporting frequencies to the Investment Committee to “no less than annually”
2014-05-15	Administrative changes to reflect the Policy Glossary of Terms Update Project
2016-02-16	Approved by the Investment Committee Reformatted to incorporate Investment Policy Revision Project and Investment Delegation Restructuring Project revisions
2016-03-14	Approved by the Investment Committee Previous versions of the Health Care Fund Policy were reformatted to align with investment policy updates incorporated during the Investment Policy Revision Project
2024-06-14	Allocation changes from Fixed Income to Liquidity presented to and approved by the Investment Committee, for implementation effective 7/1/2024. Approved by the Investment Committee
2024-07-01	Administrative change to migrate policy to new policy template.