

MEMORANDUM

To: Federal Demonstration Partnership

From: Víctor Meléndez, PhD
 Director, System Research Operations
 Allina Health Research Administration

Date: November 14, 2022

Subject: Allina Health Fringe Benefits

As one of the state's largest employers, we recruit and retain exceptional people by offering valuable benefits that support the total well-being of our employees and their family members.

Investing in our people is a key component of Whole Person Care for Us. That is why we continually review our employee benefit programs – to ensure they support, nurture and empower staff to bring and be their best every single day.

Allina Health offers a comprehensive benefits package to meet the diverse needs of our employees and eligible dependents. Fringe benefits include:

- Paid leave (sick, personal and vacation days)
- Supplementary pay (bonuses, overtime, shift differentials like weekend or holiday pay)
- Insurance (life, health, disability)
- Retirement plans & severance (pension, 401(k) contributions)
- Legally required benefits (social security, taxes, workers' compensation)

These benefits are provided to contribute to the financial health and well-being of our employees and help protect against economic hardships posed by illness, maternity, retirement, or death.

Allina Health fringe benefit rates are calculated by dividing total fringe benefits by the total salary.

$$(\text{Sum of All Fringe Benefits} / \text{Annual Salary}) \times 100 = \text{Fringe Benefit Rate (\%)}$$

As of January 2022, the below rates apply to Allina Health units.

Abbott	27.2%	Homecare Services	26.7%	Owatonna	28.9%	Pharmacy	26.3%
Mercy	29.9%	Buffalo	30.6%	River Falls	30.1%	Corporate	28.3%
United	26.0%	Cambridge	30.3%	Faribault	24.1%		
EMS	33.3%	Regina	21.3%	St. Francis	29.7%	Consolidated	25.1%
AHG	21.3%	New Ulm	31.5%	Lab	30.0%	Allina	



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