



Moraine Park Technical College’s Total Rewards Program offers the following benefits. Benefit eligibility is based on Full-Time Equivalent (FTE). Level 1 (L1) employees are those who are scheduled to work the equivalent of a 0.73 FTE. Level 2 (L2), 0.50 FTE - 0.72 FTE. Level 3 (L3), less than 0.50 FTE.

Health Insurance L1	<ul style="list-style-type: none"> • 1 PPO health plan option administered by UMR • \$2,000 Individual, \$4,000 Family In-Network Deductible • \$4,000 Individual, \$8,000 Family Out-of-Pocket Maximum • Prescription Drug Coverage administered by OptumRx • \$900 Individual, \$1,800 Employee +1 or Family MPTC paid Health Reimbursement Account (HRA), administered by HealthEquity
Dental Insurance L1	<ul style="list-style-type: none"> • 1 dental plan option administered by Delta Dental of WI • 2 oral exams and cleanings annually covered at 100% • No deductible, \$1,000 individual benefit maximum
Voluntary Vision Insurance L1	<ul style="list-style-type: none"> • Voluntary Plan 1: Exam and Materials administered by Superior Vision • Voluntary Plan 2: Materials Only administered by Superior Vision
Health Flexible Spending Account (HFSA) L1	<ul style="list-style-type: none"> • Maximum elections set annually by the IRS • Health FSA administered by HealthEquity
Dependent Care Flexible Spending Account (DCFSA) L1, L2	<ul style="list-style-type: none"> • Maximum elections set annually by the IRS • Dependent Care FSA administered by Health Equity
Life Insurance L1, L2	<ul style="list-style-type: none"> • MPTC paid life insurance up to 1x annual salary • Voluntary supplemental life insurance available for self and dependents • Insured by Symetra
Disability Insurance L1, L2	<ul style="list-style-type: none"> • MPTC paid Short-Term and Long-Term Disability insurance, providing 66.7% of salary • Reviewed by Madison National Life, Insured by National Insurance Services
Voluntary Critical Illness Insurance L1, L2, L3	<ul style="list-style-type: none"> • Voluntary Plan 1: \$10,000 primary, \$5,000 dependent limit • Voluntary Plan 2: \$20,000 primary, \$10,000 dependent limit • Administered by Allstate
Wisconsin Retirement System (WRS) L1, L2, L3*	<ul style="list-style-type: none"> • Mandatory eligibility* and annual contribution percentage set by the Employee Trust Funds (ETF) • MPTC match of the annual contribution percentage
Voluntary Retirement Savings Accounts L1, L2, L3	<ul style="list-style-type: none"> • Voluntary Wisconsin Deferred Compensation (457) • Voluntary 403(b) Programs through Ameriprise Financial, ReliaStar Life, VOYA Financial and the WEA Tax Sheltered Annuity
Employee Assistance Program (EAP) L1, L2, L3	<ul style="list-style-type: none"> • MPTC paid counseling for employees and family members • Administered by Advocate Aurora Health
Wellbeing Program L1, L2, L3	<ul style="list-style-type: none"> • Campus wellbeing offerings and recognition • Gym reimbursement program up to \$120 per year • Go365 Program
Tuition Reimbursement L1, L2	<ul style="list-style-type: none"> • Tuition reimbursement allowance of \$3,000 annually • One-time stipends for degree completion dependent upon degree
Time Off Benefits L1, L2	<ul style="list-style-type: none"> • Paid Time Off (PTO) for Support Professionals and Management Employees, equivalent of 20 days prorated by FTE and date of hire • Managed Time Off (MTO) for Faculty, equivalent of 5 days prorated by FTE and date of hire