

Wrapping up Horizontal Moves as we transition to the new LCS

What if I planned on a Horizontal Move this fall?

If an employee has or will submit paperwork by September 10, 2017 for credits that will result in a horizontal move, that horizontal move will be processed, and the employee will be reseeded into the licensed compensation system using the placement method described on the previous page.

Example: An employee currently sits at BA + 0, step 2 and the employee has credits that they are submitting for Horizontal Movement by September 10, 2017 that would place them at BA + 30, step 2. We will perform the Horizontal Movement as we always would have and we will then apply the placement mechanism for placement into the new system from BA + 30, step 2. The Horizontal Move will not be lost.

What if I am between credits on the previous system?

If an employee has pending horizontal move credits already processed through the Human Resources Department, then those credits will be converted to points in the new licensed compensation system.**

If an employee will submit paperwork by September 10, 2017 that will result in pending horizontal move credits, then those credits will be converted to points in the new licensed compensation system. ***These points are not part of the fifty (50) points that staff may be able to obtain through the request for consideration of points from July 1, 2015 to June 30, 2017 process.******

** Example: Employee currently resides at BA + 15, Step 3. However, the credits that have been submitted to Human Resources to date actually place the employee at BA + 19. The additional 4 credits beyond 15, which have not already been used for a horizontal move, will be converted to points in the new licensed compensation system.

*** Example: Employee currently resides at MA + 0, Step 8. The employee is planning to submit a horizontal move packet for 3 credits (preapproval form and corresponding transcripts) to Human Resources by September 10, 2017. Those three credits will be converted to points in the new licensed compensation system.

What if I missed the September 10, 2017 deadline for submitting my Horizontal Move?

The Negotiations Team determined that we will accept Horizontal Move paperwork until October 31, 2017 and process it as outlined by the Horizontal Move process located in the 2015-2017 DEA Master Agreement. Please note that all coursework being submitted for Horizontal Movement must have been posted to the college or university transcript by September 10, 2017 -- that deadline remains in effect.

What if I was in the BA + 45 salary column last year and in process with a Master's Program that did not conclude by September 10, 2017 -- can I capture any credits through the Horizontal Move process?

Employees who were in process with a Master's Program as of July 1, 2015 to June 30, 2017, and were still in the BA + 45 salary column last year, may submit up to 14.99* quarter credits (9.99 semester credits) using the Horizontal Move process located in the 2015-2017 DEA Master Agreement if their Master's Program did not conclude by September 10, 2017. These credits must have been posted to the transcript by September 10, 2017. ***These points are not part of the fifty (50) points that staff may be able to obtain through the request for consideration of points from July 1, 2015 to June 30, 2017 process.***

*14.99 is set as the limit because this is the number of quarter credits between the other Horizontal Move steps.