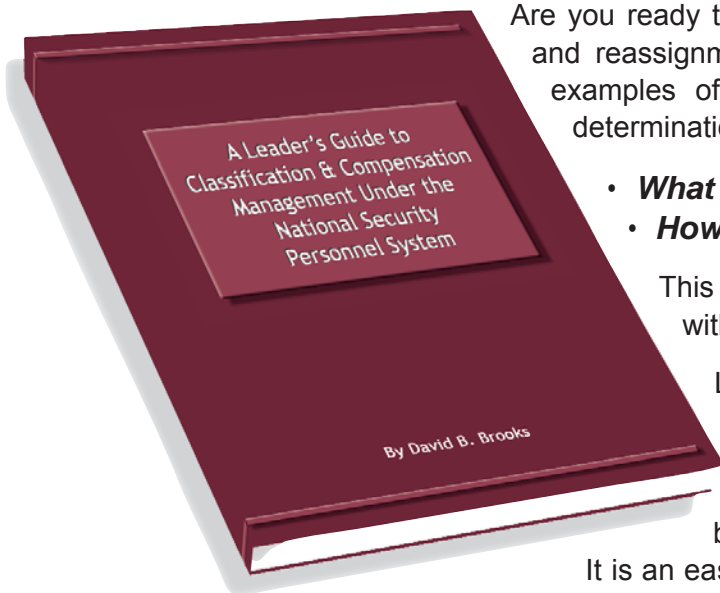


Are **You** Ready for the New Department of Defense National Security Personnel System (NSPS)?

Department of Defense supervisors and managers are now the key players in determining the salary and pay progression of their employees. Need help in getting ready for these new responsibilities? This book prepares you.



Are you ready to classify your jobs, determine pay upon hiring, promotion and reassignment? This book provides you with the fundamentals and examples of how to classify jobs, make Fair Labor Standards Act determinations, and guidance on how to set pay.

- **What is a Compensation Progression Plan?**
- **How does it affect me and my subordinates?**

This book provides you with the answers.

Leaders at all levels from Pay Pool Managers to first line supervisors can benefit from this guide.

It is an easy read and practical.

It lets you build a fundamental knowledge of the

classification and compensation architecture structure of the NSPS. This is a learn-before-you-get-burned book on setting pay. It walks you through reasoned approaches to setting pay and adjusting compensation for your workforce. Avoid the needless litigation by applying sound defensible principles to setting pay.

Will my Human Resources Office do this for me? No, **YOU** the supervisor will carry out the responsibilities and make the decisions. You are the accountable person. Build your knowledge and take charge of this new responsibility. This book will show you how. For more information about this book please email dbrooks@jsafed.com

"I wish I had this book earlier, it really makes the whole system more understandable."

~ Senior HR practitioner

About the author. Mr. David Brooks recently retired as the Director of the Army's South Central Civilian Human Resources Region. In April 2006, he successfully led and directed the implementation of NSPS for his non-bargaining unit workforce of 400 employees at 20 sites. Mr. Brooks has 28 years of Federal civilian human resources experience having served in staff and operating positions at all levels within the Department of the Army.

(Cut along this line)

To order a copy of this book, *A Leader's Guide to Classification & Compensation Management Under the National Security Personnel System*, by David Brooks, ... simply fill out this order slip and mail to: Joseph Swerdzewski and Associates, 6585 Highway 431 South, Suite E 457, Hampton Cove, AL 35763. The book will be available November 1st. The cost of the book is \$21.95 plus \$4.25 for shipping and handling. For discounts on multiple book purchases, or to place a credit card order, please call 256-519-7084.

Name: _____

Address: _____

No. of Copies: _____

City: _____ State: _____ Zip: _____

Telephone: _____ Email Address: _____