

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
ISPO10	Cybersecurity Specialist 1	Associates degree in Computer Science/ Information Technology/ Information Security or related field or equivalent experience AND Two years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance AND Currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GISF*) Any GIAC certified entry level certification accepted AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	Associates degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and two (2) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GISF*) Any GIAC certified entry level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	N	\$59,331.12	\$78,955.29	\$98,579.45
ISPO11	Cybersecurity Specialist 2	BS/BA degree in Computer Science/ Information Technology/ Information Security or related field or equivalent experience AND Three years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance AND Currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CISM, CASP, GCIH, GCED, CEH) AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	Bachelor's degree in Computer Science/ Information Technology/ Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CISM, CASP, GCIH, GCED, CEH) and Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	O	\$66,134.16	\$88,309.47	\$110,484.78
ISPO20	Cybersecurity Analyst 1	Associates degree in Computer Science/ Information Technology/Information Security or related field or equivalent experience AND Three years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance AND Currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (SEC+, NET+, Linux+, MTA, GISF*) *any GIAC entry level certification accepted AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	Associate degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an entry-level cyber certification per state guidelines or achieves within 12 months of start date: (SEC+, NET+, Linux+, MTA, GISF*) *any GIAC entry-level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	N	\$59,331.12	\$78,955.29	\$98,579.45
ISPO21	Cybersecurity Analyst 2	BS/BA degree in Computer Science/ Information Technology/ Information Security or related field or equivalent experience AND Three years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance AND Currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CASP, GCIH*, GISP*, CEH) *any GIAC intermediate level certification accepted AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and three (3) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an intermediate cyber certification per state guidelines or achieves within 12 months of start date: (CCNA, CCNA-S, C)ISRM, CASP, GCIH*, GISP*, CEH) *any GIAC intermediate level certification accepted and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	O	\$66,134.16	\$88,309.47	\$110,484.78
ISTO10	Cybersecurity Technician 1	High School Diploma or GED AND Currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GSEC) AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	High school diploma/GED and currently holds an entry-level cyber certification per state guidelines or achieves within 12 months of start date (Security+, Network+, Linux+, MTA, GSEC) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	L	\$47,982.94	\$63,351.55	\$78,720.15
ISTO11	Cybersecurity Technician 2	Associate degree OR 2 years of experience in Cybersecurity AND Currently holds an entry level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GSEC) AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance	Associate degree; or two (2) years of experience in Cybersecurity and Currently holds an entry-level cyber certification per state guidelines or achieves within 12 months of start date: (Security+, Network+, Linux+, MTA, GSEC) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	M	\$53,310.72	\$70,677.24	\$88,043.76
ISM011	Information Security Officer	Master's degree in Information Assurance or Cybersecurity AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance OR BS/BA degree in Computer Science/ Information Technology/ Information Security or related field or equivalent experience AND Four years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance AND Currently holds an advanced level cyber certification per state guidelines or achieves within 12 months of start date: (CISA, CISM, CISSP, GSLC, or C) ISSO) AND Must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	Master's degree in Information Assurance or Cybersecurity and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance; or Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience and four (4) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance and currently holds an advanced level cyber certification per state guidelines or achieves within 12 months of start date: (CISA, CISM, CISSP, GSLC, or C) ISSO) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	p	\$73,821.60	\$98,879.70	\$123,937.80