# As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
ISM011	Information Security Office	er SWD	Р
Min Salary	Mid	Salary	Max Salary
\$76,821.60	\$101,	879.70	\$126,937.80
Job Summa	ry	Entry Quali	ifications
The Information Security Officer (ISO) is responsible for the development, implementation, and continuous monitoring of a comprehensive information security program for the agency. The ISO will develop an agency culture of cyber awareness, preparedness and resiliency. The ISO will lead and participate in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. The Information Security Officer is trained and experienced in meeting security needs of the agency, which aligns with the agencys mission and vision.		and must hold or be able to Homeland Security (DHS) cle Computer Science/Informat Security or related field or e (4) years of proven experien in technology leadership wit security and data governance advanced level cyber certific achieves within 12 months of	e and currently holds an cation per state guidelines or

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Job Code	Job Title	Salary Plan	Grade
ISP010	Cybersecurity Specialist 1	SWD	Ν
Min Salary	Mid Salar	v	Max Salary
, \$62,331.12	\$81,955.2	•	\$101,579.45
		Fasters Occal	

#### Job Summary

Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is trained and experienced in meeting security needs of the agency and its employees in multiple locations.

#### **Entry Qualifications**

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.

## As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
ISP011	Cybersecurity Specialist 2	SWD	0
Min Salary	Mid S	alary	Max Salary
\$69,134.16	\$91,30	•	\$113,484.78
Job Summary		Entry Qualifications	
Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is trained and experienced in meeting security needs of the agency and its employees in multiple locations.		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.	
Job Code	Job Title	Salary Plan	Grade
ISP012	Cybersecurity Specialist 3	SWD	Р
Min Salary	Mid S	alary	Max Salary
\$76,821.60	\$101,8	\$101,879.70 \$126,937.80	
Job Summary		Entry Qualifications	
Participates in advanced information security related		Bachelor's degree in Computer Science/Information	
projects and ensuring people, processes, and technology		Technology/Information Security or related field or	
aligns with the desired security posture of the organization.		equivalent experience and four (4) years of proven	
Is trained and experienced in meeting security needs of the		experience and demonstrated success in technology	

aligns with the desired security posture of the organization. Is trained and experienced in meeting security needs of the agency and its employees in multiple locations. May serve as lead worker for projects and or team. 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: (CISSP, CISA, CISM, GCIH, GCED, GSLC) and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.

# As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
ISP013	Cybersecurity Specialist Spv	SWD	Q
Min Salary	Mid S	alary	Max Salary
\$85,508.41	\$113,82	24.07	\$142,139.72
Job Summary		Entry Qualifications	
Supervises, guides, and/or instructs the work assignments of subordinate staff. Leads information security related projects and ensures people, processes, and technology aligns with the desired security posture of the organization. Serves as advanced level subject matter expert, providing authoritative guidance for professional staff in meeting security needs of the agency and its employees in multiple locations.		Bachelor's degree in Computer Science/Information Technology/Information Security or related field or equivalent experience; four (4) years of proven experience and demonstrated success in technology leadership with emphasis on information security and data governance which includes one (1) year of supervisory experience or two (2) years of experience at the lower level Cybersecurity Specialist 3 (ISP012) or equivalent position; currently holds an Advanced Level cyber certification per state guidelines or achieves within 12 months of start date: (C)ISSO ¿ MILE2), CISSP, CISA, CISM, GCIH, GCED, GSLC); and must hold or be able to qualify for a US Department of Homeland Security (DHS) clearance.	
Job Code	Job Title	Salary Plan	Grade
ISP020	Cybersecurity Analyst 1	SWD	Ν
Min Salary	Mid S	alarv	Max Salary
\$62,331.12		\$81,955.29 \$101,579.45	
Job Summary		Entry Qualifications	
Analyzes data/information from one or multiple sources to		Associate degree in Computer Science/Information	

Analyzes data/information from one or multiple sources to conduct preparation of the environment, respond to requests for information, and submit intelligence collection and production requirements in support of planning and operations. The Cybersecurity Analyst 2 is trained and experienced in meeting security needs of the agency and its employees in multiple locations.

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.

## As of: 5/1/25

Job Code	Job Title	Salary Plan	Grade
ISP021	Cybersecurity Analyst 2	SWD	0
Min Salary \$69,134.16	ب مربع Mid Sa \$91,30	alary	Max Salary \$113,484.78
Job Summa	rv	Entry Qualific	ations
Cybersecurity Analyst 2: A one or multiple sources to environment, respond to a submit intelligence collect in support of planning and	nalyzes data/information from conduct preparation of the requests for information, and tion and production requirements l operations. The Cybersecurity sperienced in meeting security	Bachelor's degree in Computer Technology/Information Secur equivalent experience and three experience and demonstrated leadership with emphasis on in governance and currently hold certification per state guideling months of start date: (CCNA, C GCIH*, GISP*, CEH) *any GIAC certification accepted and must for a US Department of Homel	r Science/Information ity or related field or ee (3) years of proven success in technology nformation security and data is an intermediate cyber es or achieves within 12 CCNA-S, C)ISRM, CASP, intermediate level st hold or be able to qualify
Job Code	Job Title	Salary Plan	Grade
IST010	Cybersecurity Technician 1	SWD	L
Min Salary \$50,982.94	Mid Sa \$66,35	1.55	Max Salary \$81,720.15
ensuring people, processe desired security posture o	<b>ry</b> n security related projects and es, and technology aligns with the f the organization. Is familiar agency and its employees in	Entry Qualific High school diploma/GED and level cyber certification per sta within 12 months of start date Linux+, MTA, GSEC) and Must I a US Department of Homeland	currently holds an entry ate guidelines or achieves : (Security+, Network+, nold or be able to qualify for
Job Code	Job Title	Salary Plan	Grade
IST011	Cybersecurity Technician 2	SWD	Μ
Min Salary \$56,310.72	Mid Sa \$73,67	•	Max Salary \$91,043.76
<b>Job Summary</b> Participates in information security related projects and ensuring people, processes, and technology aligns with the desired security posture of the organization. Is familiar with security needs of the agency and its employees in multiple locations.		<b>Entry Qualifications</b> 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.	