



Maryland

**DEPARTMENT OF BUDGET
AND MANAGEMENT**

LARRY HOGAN
Governor

BOYD K. RUTHERFORD
Lieutenant Governor

DAVID R. BRINKLEY
Secretary

MARC L. NICOLE
Deputy Secretary

SENATE BILL 724 State Personnel-Information Technology and Cybersecurity Qualifications-Established (Hester)

STATEMENT OF INFORMATION

DATE: February 27, 2020

COMMITTEE: Senate Finance Committee

SUMMARY OF BILL: SB 724 requires the Secretary of Budget and Management (DBM) to revise the standards for position selection plans for skilled service and professional service classes in the fields of information technology and cybersecurity by January 1, 2022.

Minimum qualifications for information technology and cybersecurity positions shall be established by the DBM Secretary, in consultation with the Secretary of the Department of Information Technology and the Chief Information Security Officer, that are consistent with the National Initiative for Cybersecurity Education Cybersecurity Workforce Framework developed by the National Institute of Standards and Technology. Competencies and certifications of an applicant are to be emphasized over requirements for a higher education degree. The bill further expresses the legislative intent that the University System of Maryland and Department of Transportation adopt policies consistent with these minimum qualifications for classifications of positions in the fields of information technology and cybersecurity.

EXPLANATION: DBM's Office of Personnel Services and Benefits, Division of Classification and Salary (CAS), is responsible for establishing minimum qualifications for all position classifications. This is a management function that is conducted in conjunction with State agencies and can be initiated by an agency. CAS reviews requests for minimum qualifications and other aspects of position classifications and, in conjunction with the affected agency, and additional review and comment from the Division of Recruitment and Examination (RED). Union feedback is also solicited, if the class is represented in collective bargaining. **Modifications to classifications' minimum job qualifications and preferred qualifications are made administratively.** All State job openings are posted online at JobAps.

The minimum qualifications for most Information Technology classes require possession of a Bachelor's degree from an accredited college or university in Computer Science, Computer Information Technology, Management Information Systems, or other Information Technology related field, as well as experience performing related work, which is determined by the level within the classification series (e.g. trainee, intermediate, full performance, lead/advanced or supervisory level).

It is important to note that substitutions for the required Bachelor's degree are also acceptable. Graduation from an accredited high school with a certain number of credit hours or work experience on a year-for-year basis can be substituted for the required degree and/or high school education. Certain U.S. Armed Forces military experience may also be substituted for the required experience and education.

These minimum qualifications apply to all levels within a classification series, excluding the managerial levels, and are applicable to the following IT classification series: Computer Network Specialist, Database Specialist, IT Functional Analyst, IT Programmer Analyst, IT Quality Assurance Specialist, IT Staff Specialist, IT Systems Technical Specialist, and IT Technical Support Specialist.

The specific educational and experience requirements for managerial level positions are set by the agency based on the essential job functions assigned to the position.

The bill's fiscal impact is indeterminate, but likely to be significant.

**For additional information, contact Barbara Wilkins at
(410) 260-6371 or barbara.wilkins1@maryland.gov**