



Legislative Fiscal Bureau

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Joint Committee on Finance

Paper #292

Bureau of Technology Management: Cybersecurity Team and Bureau Staff Supplement (Corrections -- Departmentwide)

[LFB 2023-25 Budget Summary: Page 131, #11 and #12]

CURRENT LAW

The Department of Corrections, Division of Management Services includes: (a) the Office of Records Management; (b) the Bureau of Finance and Administrative Services; (c) the Bureau of Training and Staff Development; (d) the Bureau of Budget and Facilities Management; and (e) the Bureau of Technology Management (BTM).

The Bureau of Technology Management is responsible for providing information technology (IT) support, including maintaining a help desk for computer users, installing hardware and software, providing network support, and managing cybersecurity programs and responses. The BTM is budgeted \$21,527,500 GPR and \$456,800 PR annually and has 101 full-time positions (97.0 GPR and 4.0 PR).

DISCUSSION POINTS

1. The budget bill recommends several changes to the Bureau of Technology Management, including: (a) creating and staffing a Cybersecurity team; and (b) supplementing existing BTM staff to correspond to the Department's increasing IT workload. The BTM currently utilizes staff across 14 BTM teams, and also uses contracted staff for special projects and certain IT functions.

Cybersecurity Team

2. Cybersecurity threats and attacks have been on the rise nationally. For example, in 2021, a global threat report from a cybersecurity firm (CrowdStrike) found that cybersecurity threats (including hacking efforts) grew by 400% in 2019 and 2020 combined. These incidents are

anticipated to continue to grow as advances in, and reliance on, technology increase.

3. Cybersecurity is of particular importance to the Department of Corrections, given its daily reliance on digital programs (such as the Sex Offender Registry tool (SORT), the Correctional Offender Management Profiling for Alternative Sanctions tool (COMPAS), and an offender tracking program), and sensitive security and administrative data.

4. In 2021, a cybersecurity threat, termed "Log4Shell," was discovered and described by the federal government's Cybersecurity and Infrastructure Security Agency Director as "one of the most serious [she's] seen in [her] entire career, if not the most serious." The Department of Corrections' BTM staff (including 12 of its 14 teams) spent "hundreds" of hours researching, documenting, and eliminating the Log4Shell threat to its systems. The Department indicates that a dedicated Cybersecurity team would allow the Department to have response plans and staff in place to address similar threats in the future.

5. The proposed BTM Cybersecurity team would lead the Department's response to cybersecurity incidents, direct the establishment and implementation of information security policies and procedures, maintain information privacy, and conduct IT investigations.

6. The Department currently has 6.0 contracted positions for cybersecurity-related responsibilities. Under the budget bill, the 6.0 contracted positions and associated funding would be replaced by 6.0 information systems (IS) technical services specialists, and 1.0 IS supervisor 2 position. The intent of the proposal is to create a dedicated Cybersecurity team, with permanent staff.

7. According to the Department, retention for IT contractors is often lower than for permanent IT staff, which requires the BTM to more frequently repeat the hiring process and familiarize new hires with departmental programs and policies. The Department "views full-time employee position staffing as significantly more desirable for a number of types of IT positions."

8. Under the bill, creation of a seven-member Cybersecurity team would require a total of \$660,900 GPR in 2023-24 and \$760,900 GPR in 2024-25 with 7.0 GPR positions annually. In order to fund the cybersecurity unit, the bill would reallocate \$557,500 GPR in 2023-24 and \$640,200 GPR in 2024-25 from the current 6.0 BTM contract positions used for cybersecurity initiatives and provide an additional \$103,400 GPR in 2023-24, \$120,700 GPR in 2024-25, and 7.0 GPR positions annually. Note that the budget bill does not include the full reduction of costs related to eliminating contracted positions (the full reduction includes -\$557,500 GPR in 2023-24 and -\$640,200 GPR in 2024-25; the budget bill inadvertently excluded -\$88,800 GPR in 2023-24 and -\$102,000 GPR in 2024-25 from the total amount). This alternative corrects the error. [Alternative A1]

9. The Department currently provides cybersecurity services within BTM; the Committee could alternatively choose to maintain existing BTM staffing and team structures. [Alternative A2]

Staff Supplement

10. The budget bill additionally includes a recommendation to increase BTM staff by 5.0 IS technical services specialist positions for the existing BTM Facilities Infrastructure and Innovative

Technologies team. The BTM currently has 10.0 budgeted IS technical services specialist positions, all of which are filled as of May, 2023.

11. The Department indicates that these additional 5.0 positions are necessary to assist with initiatives related to technology modernization, including expanding wireless networks, improving existing surveillance systems, and managing institutional access control systems (including electronic door locks). The Department's workload has increased as these new technology products and platforms have been introduced.

12. The Committee could provide \$464,600 GPR in 2023-24, \$533,500 GPR in 2024-25, and 5.0 GPR positions annually to expand BTM to provide additional IT support. Funding would include: (a) \$366,000 in 2023-24 and \$488,000 in 2024-25 for salaries and fringe benefits for the new positions; (b) \$38,500 in 2023-24 and \$45,500 in 2024-25 for supplies and services; and (c) \$60,100 in 2023-24 for one-time costs. [Alternative B1]

13. If the Committee wanted to provide additional BTM IT support, but at a lower funding level, \$278,900 GPR in 2023-24 and \$320,100 GPR in 2024-25 would support 3.0 GPR positions annually. [Alternative B2]

14. Alternatively, the Committee may choose to maintain existing staffing levels in the BTM. This alternative may require the Department to prioritize IT initiatives, and/or require current staff to continue to take on additional workloads. [Alternative B3]

ALTERNATIVES

A. Cybersecurity Team

1. Provide \$103,400 GPR in 2023-24, \$120,700 GPR in 2024-25, and 7.0 GPR positions annually to create and staff a new Bureau of Technology Management Cybersecurity team. In addition, eliminate the 6.0 contracted positions currently used by the Department for cybersecurity-related purposes.

ALT A1	Change to Base	
	Funding	Positions
GPR	\$224,100	7.00

2. Take no action.

B. Staff Supplement

1. Provide \$464,600 GPR in 2023-24, \$533,500 GPR in 2024-25, and 5.0 GPR positions annually to expand BTM to provide additional IT support.

ALT B1	Change to Base	
	Funding	Positions
GPR	\$998,100	5.00

2. Provide \$278,900 GPR in 2023-24, \$320,100 GPR in 2024-25, and 3.0 GPR positions annually to expand BTM to provide additional IT support.

ALT B2	Change to Base	
	Funding	Positions
GPR	\$599,000	3.00

3. Take no action.

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