

CYBERSECURITY PLANNING COMMITTEE

Virtual Meeting
Friday January 20, 2023 at 3:00 p.m.

MINUTES

1. Welcome & Call to Order

Ms. Narvaiz called the meeting to order at 3:04 pm and welcomed everyone to the meeting. Ms. Narvaiz called the roll and announced a quorum was present for conducting business by voicing those she did not see present.

2. Roll Call –

Members Present:

Peter Mantos
Willian Campos
Raja Sambandam
Dr Srinivas Mukkamala [later by phone]
William A. York
Carlos S. Lobato [arriving later]
General Miguel Aguilar
Robert (Bobby) L. Benavidez
Dr. Bradley K. Purdy
William (Tim) Pressley
Tracy Lopez
Michael Good

Members Absent

Sen. Michael Padilla
William (Tim) Pressley
Cassandra Hayne
Nathan C. Brown

Others Present

Renee Narvaiz, DOIT
Melissa Gutierrez, DOIT
Todd Glanzer - Deloitte
Bradley Crowe
Caleb Raymer, NM EMNRD
Vinod Brahma PURAM
Thomas Flores
Joshua Yadao
Jeff Albright

3. Approval of Agenda

Mr. Lobato moved, seconded by Mr. Sambandam, to approve the agenda as published. The motion was approved without objection.

4. Approval of Meeting Minutes

a. December 16, 2022

Mr. Sambandam moved, seconded by Mr. Benavidez, to approve the December 16, 2022 minutes as presented. The motion was approved without objection.

5. Subcommittee Reports

a. Plan Subcommittee – Carlos Lobato

Mr. Lobato said the creation of the timeline would be done in the subcommittee meeting this coming Monday with a small working group to work on its creation and documentation by Deloitte. They met last Friday and Saturday. Next Friday, the Subcommittee will deal with the actual document to finalize and bring it to the Committee.

b. Engagement Subcommittee – Robert L. Benavidez

Mr. Benavidez said the Engagement Subcommittee met this morning and are meeting every two weeks for the Engagement Subcommittee. They have made some good contacts. He had an opportunity to meet with the Association of Counties' IT Affiliates, County Commissioners, and County Managers this week with their kick-off of the Legislative Session. His response was very positive there. He added that the Subcommittee has struggled a little bit with the municipalities. They are meeting weekly now with some urgency to go through the timelines, deliverables, and responsibilities.

6. Update on IJJA Grant Aware - Raja and Todd G.

Mr. Sambandam reported that FEMA has approved New Mexico's application for the grant. Notice was received by the State's Homeland Security in an amount of \$2.5 million plus change and expect the State's 10% match at about \$280,000 and setting up the program management for the State and assisting management from Deloitte for the planning program.

Dr. Liebrock joined the meeting.

Chair Mantos asked Mr. Sambandam to speak about the survey content, design, and distribution.

Mr. Sambandam said they discussed sending out a survey which has not been finalized yet. They have a good handle on the school districts but no list of who the contacts are for local units of government. Also unknown are the infrastructures of the IT systems. With that information, they will know where the quick "wins" are to be found.

Chair Mantos reminded the Committee that New Mexico is one of the very few states without a full-time Legislature. It is now in a 60-day session, and some are very busy, especially Todd Baran who he called on for an update, but he was not present.

7. Legislative Update

A. IPRA Exception

Chair Mantos said we are seeking an IPRA exception. Recently, we had an IPRA request on a Cybersecurity event in New Mexico. He explained how they got in and what they took. He did not believe it extended beyond State agencies. The IPRA request included a request for all of Mr. Sambandam's email! Even if the holes are patched, it shows them what the response is. We are asking for an exception on those grounds. It appears it will be well received.

Mr. Sambandam said the intent is to have it apply across where it applies and seeking to exclude several cyber-related items. This morning, one sponsor was going to contact the new AG's office. The request would involve Counties and they are making sure it is statewide.

Jeff Albright working with AG on it, representing small water and sanitation agencies, said it involved the release of names, addresses, phone numbers which are part of the documentation held by the water and sanitation districts. That information was not preserved. It was a written decision that we had to provide that basic data. It was a written decision of AG. It had to be disclosed under IPRA. If that bill passes for exceptions, that decision will be a big help.

Chair Mantos added that right now there are only three exceptions for IPRA.

Mr. Sambandam thanked Mr. Albright for the feedback. The message has been more than clear, and he will be taking it to the Legislature with sufficient support to move it forward.

C. Cybersecurity Office

Chair Mantos shared that Senator Padilla is proposing the establishment of a Cybersecurity Office since its scope is bigger than the Executive Branch of State Government. It would be much like the Broadband Office. They are administratively attached to DOIT, but don't report to him. With respect to Cybersecurity, it would be purely an advisory committee. Then the Cybersecurity would receive the recommendation and decide to act on it or not.

Mr. Albright asked for the Bill number.

Chair Mantos explained there is no Bill number until it drops and can be circulated.

8. Workforce Development – High Level Conceptual Plan

Chair Mantos noted the demand for people skilled in Cybersecurity. He understood the salary for a good IT specialist in cybersecurity is about a quarter-million dollars per year

now. That reflects how important it is. Cybersecurity was the #1 issue for all his counterparts around the state. He proposed to get people interested in it at the high school level to let them know of a potential rewarding and exciting career they might want to pursue.

Dr. Liebrock reported working in the Regional Education Cooperative in northwest New Mexico whose Director is working on a Bill for a pilot program with a dual enrollment with high school and colleges with AP courses for the workforce development of cybersecurity careers and looking for sponsors for students to finish with a certification that could lead to good jobs in IT. They are expanding it with the San Juan Committee College for related Associate Degrees and there are other colleges developing such programs available in New Mexico. We need to bring them together in collaboration because we cannot afford to pay the high-priced experts everywhere. The funding is not coming through for getting students with hands-on experience. Right now, it is not funded except at NM Tech.

Mr. Crowe put in the chat that such workforce training is a huge approach with collaboration. Getting people into service and internships is flourishing in other states and they are getting industry experts working on guidance and seeing success. In Colorado they are starting something today. The offer whether job readiness or other skills, could be good knowledge transfers and “soldiers on the ground.” He was here to support the effort in New Mexico.

General Aguilera agreed the challenge is that we must figure out how to keep the graduates here after they are trained.

Chair Mantos also mentioned a program called “Boomerang” to get those successful experts who graduated here in New Mexico and left for the good jobs and now want to come back to New Mexico where they were first trained.

Mr. Sambandam said part of the challenge is the geography of New Mexico and being sparsely populated. The Governor already announced an expansion of that scholarship program to find a better way to incentivize those graduates to stay in New Mexico. There needs to be a sense of serving the common good here in New Mexico. The message of how rewarding it can be. By having the simple message of what they are doing will help.

Dr. Liebrock said that comment hits home with students going away and not coming back until much later. If you can make a good connection with a great organization here those are less likely to leave the State. Fewer left New Mexico who were in the Sandia Program. “Show them the mission while still in school.” In the Sandia Program, only one left the state in a 15-year period. They were all cybersecurity and all the rest were still in New Mexico.

Dr. Mukkamala agreed and related his experience in the past year in reducing the exodus.

Chair Mantos asked for comments on Next Steps to fill the Cybersecurity Pipeline.

General Aguilar asked what the state allowance for retention looked like. What is the statewide requirement to know what we need to build for. What does more look like.

Mr. Sambandam pointed to a statistical datapoint in a study that indicated average the need is about 16% and we have about 3%. The state IT positions are about 1,100 but what we have is about 30 truly working cybersecurity. That is the gap we have.

Dr. Liebrock thought it would be a good question to have on a survey – what they need that they don't have yet.

9. Public Comment

Dr. Liebrock suggested the Committee should be able to reach all leaders in higher education through the New Mexico Independent Colleges Association and the Council of University Presidents.

Lieutenant Flores pointed out that frequently when people retire, they look for GS jobs at Kirtland or Sandia. We will search to find those people and let them know there is another place to go for recruitment when they retire.

Chair Mantos agreed and noted Mr. Pressley is doing that.

10. Next Agenda Topics

Mr. Crowe saw the survey as a fantastic approach. Some states are doing meet-ups that allows for meeting with peers and industry groups having face-to-face opportunities for excellent learning.

11. Adjournment

Dr. Liebrock moved, seconded by Mr. Sambandam, to adjourn the meeting. The Motion passed without objection.

The meeting was adjourned at 4:00 p.m.

DocuSigned by:
Peter Mantos
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Peter Mantos, Chair

2/3/2023

Date