

**MEMORANDUM OF AGREEMENT  
BETWEEN  
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES (AFGE)  
LOCAL 1770 (AFL-CIO)  
And  
WOMACK ARMY MEDICAL CENTER**

Ref: DoD Directive 8570.1 and 8570.01-M, Information Assurance (IA) Training  
Solution  
Dated 19 December 2005

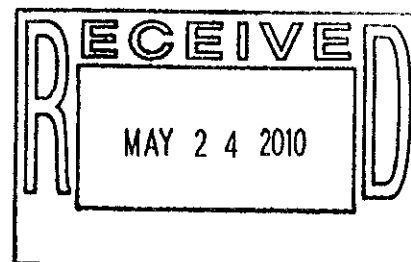
This Memorandum of Agreement (MOA) is entered with the American Federation of Government Employees, Local 1770, AFL-CIO, (hereinafter referred to as the Union) and Womack Army Medical Center (hereinafter referred to as the Employer), pursuant to the provisions of 5 U.S. Code, Chapter 71). The purpose of this Agreement is to negotiate impact and implementation of changes in conditions of employment with regard to Information Assurance (IA) training and certification in accordance with DoD Directive 8570.1 and 8570.01-M, Information Assurance (IA) Training Solution, dated 29 April 2010 and Information Assurance (IA) Training and Certification Version 3.0 updated 30 November 2020.

1. Training: IT personnel will be trained to perform the functions of their assigned position through a blended solution of formal classroom training, experiential activities, electronic training media, and continuing education. Training and certification opportunities will be provided by WAMC at no cost. Enterprise blended solutions for WAMC may be provided at the most economical cost feasible.

a. Information Assurance Fundamental Course (IAFC) :  
(<https://ia.gordon.army.mil/iaso>). Individuals must take the IAFC course; it is mandatory to be eligible to take the certification test if voucher is requested. Employees should, however, be able to demonstrate the ability to pass the certification test (e.g., take and pass a pre-test assessment exam). The Employer, via the Information Systems Assurance & Compliance (ISAC) office, should verify that employees are prepared to take the certification exam prior to authorizing employees to request an examination voucher.

b. E Learning Security + Modules (SkillPort, CIO, G6/NETCOM IA Phase 1 >SYO-101 Security + (7 modules): The Employer will pay up to two (2) times to retake the certification test IF employee completes SkillPort, Test Prep, and CompTIA Preassessment. Examination.

2. Certification:



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a. With the exception of new hires, all employees affected by this Agreement will have six (6) months from its signing to successfully pass their certification test. Employees in a position with “privileged access” or significant IA duties in December 2006, have until 1 December 2010 to completed required IA training and obtain necessary certification.

b. Employees newly hired and placed in a position with certification requirements have six (6) months to obtain commercial certification. Completion of SkillPort training is mandatory. Employees will be afforded two (2) opportunities to retake the certification test, a maximum of once per month, within the initial 6-month period. If employees have extenuating circumstances, those issues will be addressed on a case-by-case basis.

c. Employees will take the certification exam within 30 days of completing training. Failure to do so will result in employee receiving lower priority for remedial training purposes.

d. In the event an employee assigned to an IAT position does not meet the certification compliance requirements in accordance with DoD 8570.1, (see Tables 1 and 2), the Employer will make every effort to place the employee into a position for which the employee is minimally qualified. If the Employer is unable to find an alternate position, the employee may be changed to lower grade before taking adverse action.

Table 1 DoD Approved Baseline Certifications

<b>IA Technical Level I</b>	<b>IA Technical Level II</b>	<b>IA Technical Level III</b>
A+	GSEC	CISA GCHI
Network +	SECURTIY+	GSE
SSCP	SCNP	SCNA
	SSCP	CISSP (or Associate)
<b>Info Assurance Manager I</b>	<b>Info Assurance Manager II</b>	<b>Info Assurance Manager III</b>
CAP	CAP	GSLC
GISF	GSLC	CISM
GSLC	CISM	CISSP (or Associate)
SECURITY+	CISSP (or Associate)	
<b>IA System Architects &amp; Eng. I</b>	<b>IA System Architects &amp; Eng. II</b>	<b>IA System Architects &amp; Eng. III</b>
CISSP (or Associate)	CISSP (or Associate)	CISSP - ISSEP
		CISSP - ISSAP

Table 2 IA Workforce Certification Names

Certification Name
Computer Security Incident Handler (CSIH)
A+
Security +
Network+
<i>Certified Ethical Hacker (CEH)</i>
Certified Information Systems Security Professional (CISSP) (or Associate)
<i>Certification and Accreditation Professional (CAP)</i>
Information Systems Security Architecture Professional (ISSAP)
Information Systems Security Engineering Professional (ISSEP)
Information Systems Security Management Professional (ISSMP)
System Security Certified Practitioner (SSCP)
Certified Information Security Manager (CISM)
Certified Information Security Auditor (CISA)
Security Certified Network Professional (SCNP)
Security Certified Network Architect (SCNA)
GIAC Certified Intrusion Analyst (GCIA)
GIAC Certified Incident Handler (GCIH)
GIAC Security Expert (GSE)
GIAC Security Essentials Certification (GSEC)
GIAC Security Leadership Certificate (GSLC)
GIAC Systems and Network Auditor (GSNA)
GIAC Information Security Fundamentals (GISF)

e. Any employee that fails to pass any subsequent annual testing or maintain certification may be removed from Federal Service for failure to maintain a condition of employment.

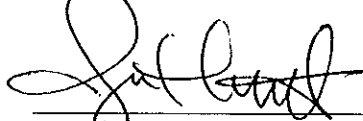
3. Army will fund one voucher for retest if an employee does not pass on the first attempt. The retraining period for obtaining a second voucher is 30 days. The retraining period begins the day after the first failed attempt. Anytime after day 30, a new voucher can be requested. The employee must follow voucher request procedures in paragraph 4 below. The pre-assessment test will need to be retaken with a minimum score of 85% before a second voucher will be issued. VTE registration procedures are found on the ATCTS (<https://atc.us.army.mil>) under compliance information. The location of these procedures is subject to change.

4. Army will purchase a limited number of IA baseline certification vouchers to achieve some of the certifications outlined in Change 1, DoD 8570.01-M baseline certification chart. Some of the vouchers purchased by the Army are: CISSP, CISM, IASAE, CAP, Network +, A+, Security + and Security + Bridge. Bridge exam vouchers are available to individuals who currently hold and are required to keep their certification current. All Army vouchers will be managed and distributed by OIA&C. Individuals receiving vouchers will schedule and test within 30 days of voucher issuance, or it will be reissued to another user. Individuals who do not pass on the first attempt can request one additional voucher for retesting after a 30-day retraining period. Retraining requirements are listed above. The individual's IAM/supervisor can provide additional training as they deem necessary. The Voucher request form and the pre-assessment test results must be in PDF format and uploaded into the individual's profile by their ATCTS manager or sent to [netcomiawip@conus.army.mil](mailto:netcomiawip@conus.army.mil). Pre-assessment tests must be taken within 30 days of the voucher request and results must be submitted to the OIA&C or uploaded into the user's profile by their manager prior to receiving an exam voucher.

5. Those individuals with embedded IA duties and elevated privileges must meet DoD 8570-1 training certification requirements. Failure to meet requirements will result in the revocation of elevated privileges until such time as training certification requirements are met.


IN WITNESS WHEREOF, the parties have entered into this Agreement this \_\_\_\_ day of \_\_\_\_\_ 2010.

FOR THE UNION:

  
Jonathan Steele  
President, AFGE Local 1770

24 May 2010  
(Date)

FOR WOMACK ARMY MEDICAL CENTER

  
Rolando Castro, Jr.  
Colonel, US Army  
Acting Commander

25 MAY 10  
(Date)