



**STATE OF NEW JERSEY**

In the Matter of Rajini Allareddy,  
Supervisor Information Technology  
(PS4798K), Department of Human  
Services

**FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION**

CSC Docket No. 2025-70

Examination Appeal

**ISSUED: June 11, 2025 (BS)**

Rajini Allareddy appeals the determination of the Division of Agency Services (Agency Services) that she did not meet the experience requirements for the Supervisor Information Technology (PS4798K), Department of Human Services promotional examination.

By way of background, the subject examination was announced with a February 21, 2024 closing date and was open, in pertinent part, to applicants who possessed a Bachelor's degree from an accredited college or university plus five years of professional experience in an Information Technology Operational Support unit for a large public or private information processing facility, including at least three years of experience with an information technology operational support unit supporting a multiplatform Client Server LAN or WAN environment or Mainframe operation. Applicants who did not possess a Bachelor's degree could substitute additional experience on a year-for-year basis with one year of experience equaling 30 semester credit hours. The examination announcement also stipulated that the possession of a Master's degree in Information Technology or related studies could be substituted for one year of the required experience. In addition, 30 semester credit hours in Information Technology could be substituted for one year of experience. Evidence of formal training received from or evaluated by an accredited institution of higher learning could also be considered provided that applicants submitted documentation from the accredited institution that clearly outlined the training course(s) that were acceptable and the corresponding number of credit hours for the training to be accepted. The resultant eligible list containing four eligibles was promulgated on

May 5, 2025, and a certification containing the names of the first two eligibles is pending disposition.

On her application, the appellant indicated her employment with the Department of Human Services as a Software Development Specialist 3 from November 2020 to July 2022<sup>1</sup>; as a Software Development Specialist 2 from July 2017 to October 2020; and as a Software Development Specialist 1 from September 2009 to July 2011. Agency Services credited the appellant for her Bachelor's degree and one year and nine months of applicable experience as a Software Development Specialist 3. She also indicated that she worked as a Software Development Specialist 2 from August 2011 to June 2017 with the Office of Information Technology;<sup>2</sup> as a Technical Lead with International SOS from April 2006 to August 2009; as a Software Developer from August 2005 to April 2006 with the Office of Information Technology; and as a Web Application Developer with Pfizer from October 2004 to July 2005. She further indicated that she had completed training courses in Sharepoint Web Development with ONLC Training Institute and in Microsoft Visual C++ with the Microsoft Certified Training Unit. Agency Services concluded that none of the foregoing positions involved experience in an information technology operational support unit supporting a multiplatform Client Server LAN or WAN environment or Mainframe operation nor could her training be substituted for the requisite experience. Accordingly, Agency Services determined that she lacked three years and three months of the requisite experience.

On appeal, the appellant asserts that she possesses over 20 years of experience in enterprise software development and maintenance, cloud network administration, and team management. In addition to her experience as a Software Development Specialist 3, the appellant indicates that she has worked on many systems with various divisions of State government. With her over 20 years of information technology experience, the appellant argues that she is amply qualified for the subject position.

## CONCLUSION

*N.J.A.C.* 4A:4-2.6(a) states that applicants for promotional examinations must meet all requirements by the announced closing date. *N.J.A.C.* 4A:4-6.3(b) provides that the appellant has the burden of proof in examination appeals.

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<sup>1</sup> A review of the appellant's available employment record finds that she was employed in the Department of Human Services as a Software Development Specialist 3 from November 2020 to the closing date. It is unclear as to why the appellant only indicated such experience until July 2022. Additionally, it is noted that the appellant received a provisional appointment to the subject title after the closing date, effective July 27, 2024.

<sup>2</sup> A review of the appellant's available employment record finds that she was employed in the Office of Information Technology as a Software Development Specialist 2 from March 2012 to July 2017.

In the instant matter, Agency Services correctly determined that the appellant was not eligible for the subject examination as only her experience as a Software Development Specialist 3 was applicable. In this regard, as indicated above, the appellant's available employment record shows that she worked in this title from November 2020 to the February 21, 2024, closing date for a total of three years and four months of applicable experience. Furthermore, none of the appellant's remaining positions, as described by her, involved responsibilities which rose to the level and scope of those required by the title under test. As such, she lacks one year and eight months of the requisite experience as of the February 21, 2024 closing date. Moreover, even if her experience after the closing date were considered, she would still lack three months of applicable experience. Accordingly, the appellant does not satisfy the subject requirements and was correctly deemed ineligible for the subject promotional examination.

### ORDER

Therefore, it is ordered that this appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 11<sup>TH</sup> DAY OF JUNE, 2025




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