

August 15, 2017

Book of Secrets, Part II, on the Longest Cover Up in TDCJ History

Goodman Unit Hiring Violations Least Qualified by Far Chosen *AGAIN*



Texas & TDCJ Deserve Better – Staff Chaplains too



**Will Not Stop without Thorough OIG Investigations
Including Why OIG Has Been KEPT OUT of These for 10+ Years**

**BEGGIN for a Moratorium on Hiring in Chaplaincy and
Especially the New Director of Programs and Services**



Texas and TDCJ's honor—and the finer employees of TDCJ—deserve the fullest detection beyond these clear documents and punishment of those who continue these morale-sapping, self-serving document manipulations and abuses of TDCJ's disciplinary processes for personal and political ends.

**Including Senior Warden Manipulations to Violate and
Regional Chaplain Collusion and Document Manipulation
as well as the Continued Dangerous Violations at Polunsky Unit**

Linked Back to the *Book of Secrets on the Longest Cover Up in TDCJ History*

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This letter – www.PreciousHeart.net/OIG/GoodmanUnit2017.pdf – unlocked 8-1-2019 >

< **2019 TDCJ Deep State Report—Case of the Collared Fox** www.PreciousHeart.net/OIG/TDCJ-OIG-2019.pdf

Book of Secrets on Longest Cover in TDCJ History – www.PreciousHeart.net/OIG/Treason.pdf 700+ pages >

Look in vain for a single disciplinary on anyone exposed here for documented violations:

TDCJ Disciplinarys 10 years, 86,000-plus www.PreciousHeart.net/OIG/TDCJ-Disciplinarys-2003-2013.xls >



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August 2017



Christmas Card Distribution 2012
Volunteer Chaplain Duncan Parish (L)
Volunteer Chaplain David Rust and wife Eugenia
Gib Lewis Inmates around 9,000 Christmas Cards

You will have to read the *Book of Secrets* to see why I was given a disciplinary for sharing this photo on my FB page, though I had the warden's signed approval to take it, Warden Cody Ginsel SAW the photos and approved them, how Warden Bell investigating (*not OIG!*) documented that Ginsel had reviewed, and per policy had proper TDCJ lawyer-created media releases as I had for 20 years before—a disciplinary **connived** by Michael Upshaw for reasons yet to be determined by OIG. OIG should be available to help ALL employees.

Also, this photo was published in a booklet with other photos the year before on orders of the same Warden Cody Ginsel who wanted for the ACA audit—but *that* publication did not matter!

www.PreciousHeart.net/Gib-Lewis-Chaplaincy.pdf

Fair treatment was thrown out the window regarding me in March 2012 in concocted disciplinaries for whistleblowing. Despite exposures of very dangerous violations, all went free and OIG was kept from investigating. Worse, violations continue after exposure along with continued cover up. Read it and weep, with these personnel violations, security violations at Polunsky continue to this day—unimaginable and dangerous!

Book of Secrets – www.PreciousHeart.net/OIG/Treason.pdf
code to open, “**Love-Honor**” – 700+ pages, 147 MBs



August 15, 2017

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Dear Mr. Collier, Ms. Garcia, Rev Miles, et al:

If I had simply said the hiring of the new chaplain at the Goodman Unit in Jasper several months was “Unfair”—*nothing* would have been done. Even if pointed out that newly minted Senior Warden Glenn Beard clearly hired the LEAST qualified—*nothing* would have been done! That is the history of Chaplaincy that many see and must be quiet about. This links to more nefarious policy violations.

So I am making it clear—*again*—with an enormous amount of work here showing clearly what happened with the Goodman Unit hire, seemingly small in itself, but revealing again a SHADOW GOV within TDCJ manipulates policy and hurts people with impunity—hurts many by violating policies.

That is, if ALL you see here are the clear violations by Warden Beard and idiot Reg. Chaplain Daniel Rose—God forbid, then this was *another* waste of time. So—*again*—I worked overtime.

Beard and Rose did NOT act alone! That’s the real story. If properly investigated, that will lead back to the *Book of Secrets* and Michael Upshaw’s nasty treason to TDCJ. I was set up, bullied, like others, but I blew the whistle and paid a price. But it is much worse and deeper than Beard.

Not only was the one chosen the least qualified, he was perhaps among the least qualified to apply for a TDCJ chaplaincy position in the last 20 years (according to job description). The following connects a long history of unfair treatment to TDCJ unit Chaplains. This was *another* example of those overseeing Chaplaincy violating policies for their own ends, 20 years and counting. Where’s OIG?

Promote Marvin Dumbar to Dir. of the Programs Div. AND the Cover Up Continues! Dumbar could not even do a simple disciplinary years ago; the one he *contrived* against me was so sloppy TDCJ’s own disciplinary threw it out (retried later, thrown out later by B. Collier). What was it really about?—you should NOT express your professional opinion! That relates here if one works backward, if you dare, to see how several overseers of Chaplaincy repeatedly hired subpar folks to undermine the profession going back 20 years. Don Kasper, then Bill Pierce, both supremely *unqualified* and an old story almost dead except that *many* times since the very same thing happens.

Chaplaincy has been expendable. It was zero-budgeted in 2011 for *no documented* reason, and—another reason I was singled out—I was a key in rallying support to fight that.¹

An OIG investigation might lead to Exec. Dir. Collier himself obstructing, though I believe Collier simply believed those immediately under him who lied to him. Only a full OIG investigation will tell you if the *Book of Secrets on the Longest Cover Up in TDCJ History* connects to Collier, too, in cover up. I gave enough there for any reasonable person to see.

In a nutshell—after my letter to Brad Livingston in Dec. 2011, three months later I was illegally set up for dismissal proceedings after 20 years of “exceeding standards” evaluations. That is the clearest part to Michael Upshaw’s cover up of the 10 years of dangerous violations of policy at Polunsky, and Upshaw did that FOR SOMEONE that only a good OIG investigation will uncover.

In *The Untouchables* (1987), beat cop Sean Connery asked, “What are you prepared to do?”

At the Goodman Unit Chaplaincy hire, I was eligible for rehire—period. Even stupidly clear, one can see in the applications that the three men with decades of education and experience were passed over for a **novice** just out of the crib. So clear it makes one choke.

Wardens Manipulated. Newly minted Senior Warden Beard did NOT know my larger history of exposure. He was *used* by his “mentor” who told him to violate policy (*choose anyone you like but*

¹ See *How We Saved Texas Prison Chaplaincy 2011* (2012), www.Preciousheart.net/Saved.

Maness) knowing I would likely complain. Sloppy as usual, that mentor did not think I would actually defend Beard as a pawn who did **NOT ACT ALONE**. Large exposure is the **Shadow Gov that manipulates wardens** and—like **Marvin Dumbarr**—who supports Reg. Chaplain Rose as a partner with Beard in PD 71 violations and supports Rosey boy who additionally violated more TDCJ policies by falsifying TDCJ Chaplaincy docs to certify Mr. Kenneth Adaway a CVCA prior to his interview.

Chaplaincy represents God! Yet a Chaplaincy supervisor allied with a warden to undermine truth, then that same Chaplain falsified documents to favor someone he hardly knew—*utterly disgusting!*

This and other items here **beg the question**—how many times before? See the *Book of Secrets*.

Since this, too, would have been covered up **had I not come forward again**, then you know why I was not chosen, though I have a prison Chaplaincy resume second to none in TDCJ history.

What are you prepared to do? There is no statute of limitations on the HR Director's authority to nullify a hiring. Asking for redress is not a big request. **How valuable your and TDCJ's honor?**

Contents of the Whole Enchilada sent to Garcia & Miles – only Letter, Summary, & CDs to Collier & Wainwright

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Very sincerely yours,

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130 Staff Chaplains w/out
any full-times clerical &
not one stat shared w TBCJ
at 10x LESS \$ than SA, etc.

**Alone, this means little. After 20 years of
with dozens such violations—this indicates
a deeper long-lived hostility to Chaplaincy
& TDCJ's written policies & their honor.**

www.PreciousHeart.net/OIG/GoodmanUnit2017.pdf - whole enchilada online, code to open "**Love-Honor**" >>>

www.PreciousHeart.net/OIG/Treason.pdf - **Book of Secrets on the Longest Cover Up in TDCJ History** >>>
code to open, "**Love-Honor**" – 700 pages, hard copy sent w 2 CDs of docs, a DVD, letters, data.

www.PreciousHeart.net/OIG/Treason-Epilogue.pdf - last chapter of *Book of Secrets*, Michael Upshaw's cover up >>>
of Polunsky chapel violations, his orders to "clean up," and no disciplinary to date though he set me up.



Mr. Collier & Mr. Mendoza, please think about a **MORATORIUM on hiring in chaplaincy and a Programs Division Director until a full OIG investigation of these violations is complete. If OIG does its job, I will be vindicated, and TDCJ will be richer in honor. Then you'll see me as an asset!**

Summary of Goodman Prison 2017 Hiring Violations

Sorry this took so long. Midway, I gave up. Plus, it took a while to get everything, had to fight for some. Then I saw *The Untouchables* again and got my courage up for one more push.

1. Senior Warden Glenn Beard was TOLD to violate policy in selection of the recent Goodman Unit chaplaincy position, told to choose anyone but Maness, where he and Reg. Chaplain Rose chose the LEAST qualified, least experienced, least educated novice among the four they interviewed—obvious to any child. Fact—reasons and Beard’s mentor/conspirators your OIG will have to sniff out, and therein *see* ties to the 700-page *Book of Secrets* sent in 2013 among other letters *begging* for a real OIG investigation that never took place.²

Therein, both Beard and Rose violated TDCJ’s written policy PD 71 several times. They certainly were *not* told to choose the least qualified. Moreover, I was eligible for rehire, and now the most qualified was passed over a second time.

2. But let’s pretend newly minted Senior Warden Beard was NOT told such. That means the newly minted senior warden completely violated PD 71 (with others) and violated the spirit of TDCJ’s mission ALL ON HIS OWN. If not “1”—that means newly promoted Senior Warden Beard felt the personnel policy non-binding at the START of his Senior Warden career.

If “2”—that means Beard followed his mentors, Senior Wardens IIs and Regional Directors who provided the clear example. I would like to think “2” the less likely. I’ve known a lot of good wardens, and the many newly minted are the most conscientious of policy.

That means if “1” is true, there is much more than meets the eye—I’ve already shown.

With the data I had *trouble* getting from the newly minted Director of Volunteer Services, Clint Morris, that I had to repeatedly email your and Ortiz’s Open Record coordinators to *appeal* to his exorbitant, unreal costs and initial policy-violating reluctance (documented), you will see revealed how Reg. Chaplain Rose contributed in violations by doing NOTHING and cooperating, though he was the supposed “expert” by PD 71, who was *supposed* to ask questions but did not, and supposed to be an aid in choosing the best qualified but did not.

My career was sabotaged by Michael Upshaw in *for* others that *only* an OIG investigation can uncover, including how Upshaw manipulated OIG itself to keep the Polunsky Chapel games and grossly dangerous violations of policy under wraps.³

At the start of the movie *Deep Impact*, a young reporter onto the scoop of the century is ushered to see Morgan Freeman, the U.S. president. Will she keep silent? Her answer is worth recalling: “I always thought the truth was in the best interests of the U.S.” Without a real OIG investigation, the truth of the *Book of Secrets* remains hidden—Upshaw’s ugly vestiges, too.

3. Now look at Reg. 1 Chaplain Rose who is now moved to another region, freeing up that position as soon as you clear the hiring freeze or the new FY. Rose, despicable person that he is,

² See 700-page *Book of Secrets on the Longest Cover-up in TDCJ History* www.PreciousHeart.net/OIG/Treason.pdf and www.PreciousHeart.net/OIG/Treason-Epilogue.pdf, the latter the last section of the first where Michael Upshaw’s treason and cover-up of Polunsky’s chapel violations is clearly the most odious, dangerous thing in a many decades. After several follow-up letters, I was finally interviewed by OIG under the guise of their investigating, but after several open record requests that “interview” was actually an investigation of ME for one sentence in the letters construed as a threat to then TBCJ Chair Oliver Bell. There was not threat and so proved, and there still has been no investigation of the 700-page exposure and successive exposures in the letters that followed that. Michael Upshaw, retired now, succeeded in murdering my career and that of others.

³ Upshaw manipulated to exclude Warden Tim Simmons, his successor Richard Alford, and several asst. wardens and majors—and Chaplain David Collier—from any disciplinaries (or firings) for violations. Simmons and Alford, now retired, secured lucrative post-retirement posts just before they retired.

in addition to violating the personnel policy PD 71 above, Rose violated so many Chaplaincy policies in the months *prior* to the interview to set up the one hired. That is, for Kenneth Adaway, a retired laundry man who worked with Beard as a sergeant on the GL Unit two decades ago—you’ve got to see the documents—Rose lied and manipulated and circumvented the chaplaincy policy to sign off on Adaway’s “training” that did NOT happen within the policy’s perimeters to make him a Certified Volunteer Chaplain Assistant.

Worse, according the docs manipulated by Rose, and the official records I had trouble squeezing out of Dir. of Vol. Services Morris, newly minted CVCA Adaway had a whopping **two weeks of experience** as a CVCA that was the most significant credentialing experience that trumped and overcame the DECADES of experience of the other THREE applicants.

4. Warden Beard Email. Also in direct violation of PD 71, in an email retrieved in the research by the only person doing research on chaplaincy (me), Beard highlighted Adaway’s **volunteer experience** as the significant part of his decision, an item strictly **forbidden in PD 71**.

5. Director Nullify? PD 71 allows for the Director of Human Resources to nullify any hiring, and there is no statute of limitations. Obviously, it would have been best if all parties could have gotten this the week after, but most of my letters have been ignored for years, the reviewing parties simply trusted Beard and Rose, and this exposure took a *lot* of time.

TDCJ Honor. This atrocious betrayal of TDCJ’s honor, and my honor, need OIG’s Sherlock Holmes, as said in the *Book of Secrets* in 2013, if the OIG director himself is not involved in the cover up (I sent him a copy too).

Chaplaincy Honor. I’ve been defending the chaplaincy profession for decades now, was the one responsible in getting chaplains their first group raise in 2001, getting 25 more chaplains added in 2007 (though I sought 50), and was a major-key leader in helping save the whole department that was zero-budgeted in 2011.⁴ As the *Book of Secrets* reveals, part of the reason for the prejudice against me was because of my advocacy, but I survived and was sent to Polunsky where Upshaw (now proven) thought to quietly shut me up. However, before I retired, I sent large letter of exposure showing how I got no support from the wardens in the host of violations, and afterward expected an OIG.

Upshaw Upside. On the upside, the reason Upshaw did not involve OIG in Polunsky chapel or in the investigation at the Gib Lewis Unit that got me sent to Polunsky was *because* Upshaw did **not have those OIG investigators in his pocket**. Yet, after the *Book of Secrets* was sent to the OIG director a year later, still no investigation.

OIG should not only investigate these simple violations, but the *Book of Secrets*.

Partial Defense of Beard. Mr. Collier, Ms. Garcia, et al, while it will be obvious in the docs that disciplinaries and demotions are appropriate for both Beard and Rose, I now come to the defense of Beard, my old sergeant. Beard would not so violate without permission—period! He loves TDCJ too much, and becoming a senior warden has been his life’s goal, a little late in coming (for reasons only spoken in private). Of course, if he does NOT give up who “ordered him” not with words “ordered” but with the innuendo to exclude me (me, the obvious one with 20-yr experience at the Gib Lewis Unit, 4x the size with 7x the complexity of Goodman Unit, plus a Masters and Doctorate and 1,600 hours clinical, against Adaway’s two weeks experience as CVCA). Beard did *not* know about Polunsky, not yet. But whoever ordered through innuendo to “choose who he liked” did know—that is nasty to TDCJ’s honor and my honor.

⁴ See *How We Saved Texas Prison Chaplaincy 2011* at www.PreciousHeart.net/Saved.

TDCJ Shadow Gov. Mr. Collier, Ms. Garcia, Mr. Wainwright, Rev. Don Miles—the only way to get the bottom of this is with a simple OIG investigation of Beard to reveal who coerced him. Rose is so guilty it would not surprise me if he resigned, but he was likewise given the go-ahead, only I do not have the facts there. However, very clearly several operate their TDCJ Shadow Government outside of policy to fit their preferences, including the snubbing of chaplaincy itself. Many times in the past 20 years the lowest was hired over the more qualified, some documented 20 years ago!⁵ But here, like Upshaw, Simmons, Alford, and the current Polunsky wardens—you have to vet the *Book of Secrets* with a real OIG investigation.

Polunsky Still Violating Today. This last month many prisoners were not supervised at all on computers, paints are not even supervised, SSI workstations not shaken down. Property tracking is non-existent, no real inventory of all items. The computers are the worst, with no supervision on what is printed. Compared to the Polunsky box factory, where all is proprietary, at least they have eye contact and *see* if a prisoner opens a Word document; at the end of the day a supervisor can see that xyz-Inmate processed so many receipts, so much inventory, etc. Not so with Polunsky chaplaincy, where at the end of the day—for TEN YEARS now—no one knows what ANY prisoner did, nor has any list of **any kind for the perhaps 100 reams of paper** used by prisoners in the last **ten years!** Oh, the chaplain saw a doc created by life-sentenced murderers, did he? That is the extent of supervision—no control. Even while I was there June to Oct. 2012, Chaplain Collier snickered at tracking any inmate computer work.⁶

Volunteer Danger. Left alone with volunteers who CANNOT truly supervise life-sentenced offenders, not truly, and who do not have the security training. Sadly, that particular item in the volunteer policy was just recently *deleted*, the line that said volunteers could “not supervise prisoners” is gone in the most recent version signed off by the manager III, likely proposed by Vance Drum who knows that volunteers *look after* prisoners. Who cares? But the rule was there protect TDCJ liability. At Polunsky, up to 30 prisoners were still allowed to be LOCKED in the gym without a single staffer—just nuts—and continues today.

Bigger Problem if I’m wrong—Mentors in Violation MORE. New minted Senior Warden Beard would not have chosen the *least qualified*, would not have *wholly violated* PD 71 many times without guidance. Of course, if I am wrong there, that means you have a bigger problem. That is, if newly minted Senior Warden Beard—then **how many others** with much more seniority, like Beard’s mentors, violate and violate Texas law and TDCJ policy?

You have the 700-page *Book of Secrets* (2013) now years old but still so relevant, **still held against me, Maness**, that shows in great detail how super-snake Michael Upshaw ruined my career—with *only God knows how many others*—and got promoted from Reg. Director to Division Director before he retired. Now showing how several of his protégées are still running TDCJ’s Shadow Government. Worse, violations exposed from 2012 are still at Polunsky.

Rose—he just needs to be investigated to see how much he had manipulated in addition to the above reflected in the documents presented. Rose is simply despicable, and there is much more on him than this, including how he has totally ignored Polunsky these last years since he was promoted (as Vance Drum did before him). Yes, ten years now, even after the 700-page *Book of Secrets*, and after other letters, and *after* the Treason Epilogue on Upshaw’s vast cover up—TODAY, **prisoners are STILL unsupervised on computers**. Not all, but many of the violations outlined in the exposures emailed and certified in Oct. 2012 that led to the **shutdown**

⁵ See www.PreciousHeart.net/chaplaincy for much more.

⁶ www.PreciousHeart.net/OIG/Treason.pdf - *Book of Secrets*, code to open, “Love-Honor” with 700 pages, photos (video on DVD), and details of violation (ones I was able to fix) and others—yeah—still today and no disciplinary (see OR on that too).

of the Polunsky chapel for *two weeks* as **TDCJ technology experts to “clean” it up**. Within a month after, some prisoners were allowed back at. Now, even the lights are off on Sunday in the Life-Sentenced Murderers Computer Control Center, alone to do whatever they please.

Polunsky Naiveté. From Open Record docs in 2013, the Staff Chaplain secured permission in late 2012 for him to “donate” Microsoft Office to put on the computers. He cannot run it without prisoners. Rather, the Life-Sentenced Murderers cannot run the chaplaincy without him!

Don’t forget Upshaw “cleaned” the chapel, the very words the TDCJ tech expert used in emails, and Chaplaincy HQ was kept away. The same chaplaincy department that had an escape attempt staged in the very unsecure chapel, the official report on the escape saying the prisoners “dyed” their clothes but did not say “how?”; I exposed in 2012 (& still today) the chapel paint inventory is *still* not supervised! How a volunteer chaplain had his hand nearly cut off by a death row prisoner. How a chaplain smuggled letters from the death row prisoner with the cell phone calling Senator Whitmire. The prisoners had a “rogue wireless router” for how long, Upshaw *refused* to demand. **Prisoner-encrypted data Upshaw ordered “cleaned”—not deciphered!**

Then, Tim Simmons retired in July 2012 with the Administrator of the Year Award given by Allen Polunsky himself *while all the violations* were **going on for six years prior**, and it took TDCJ tech two weeks to clean in Nov. 2012! Upshaw, Simmons, Alford, and several asst. wardens and majors—*who else?* Who was *really* played a fool? **Only OIG can tell.**

“Who else?” Easy! Senior Warden Beard’s **MENTORS** still running the TDCJ Shadow Gov, the ramifications on cost, morale, integrity—*trust* and *honor*—**only OIG’s best can find.**

No one has been more dedicated to the Prison Chaplain Profession and its defense. Yet, that advocacy—along with these exposures, of course—is why I was not chosen for rehire *again*. The truth is not that hard to see for those with eyes willing.

I long for an apology, some redemption, but that is utterly hopeless without a simple OIG investigation of these violations of PD 71 ... hear this ... side-by-side with a thorough, time-consuming investigation of the *Book of Secrets* and other violations exposed in the letter prior to that and in those letters that followed the *Book of Secrets*.

The evil perpetuated by Upshaw and his disciples—and supervisors—leads to suicides like the one at Ferguson, and—believe it—Upshaw and his ilk (like those guiding newly minted Senior Warden Beard) need vetting. Wish we had more men able to stand on their own!

The dishonorable conduct and ugly manipulations of policy by the likes of Simmons, Upshaw, Alford who ALL secured lucrative positions in the after-retirement cottage industry of the private prisons and industry suppliers to TDCJ—*follow the money is no vain thing here*—those traitors contribute through their dishonor to the high attrition rate in keeping good officers.

Big mistake to promote Marvin Dumbar to Director of Programs Div. without OIG.

Their treason contributes to inefficiency and bad morale in an already stressful environment.

Honor—it will save TDCJ millions of dollars. My honor, too, means and meant a lot.

www.PreciousHeart.net/OIG/GoodmanUnit2017.pdf - for whole doc, code to open **“Love-Honor”**

www.PreciousHeart.net/OIG/Treason.pdf - ***Book of Secrets on the Longest Cover Up in TDCJ History***
– code to open, **“Love-Honor”** – 700 pages, hard copy sent w 2 CDs of docs, a DVD, letters, data.

www.PreciousHeart.net/OIG/Treason-Epilogue.pdf - last chapter of *Book of Secrets*, Michael Upshaw’s covered up Polunsky chapel’s violations, his orders to “clean up,” no disciplinary to date.

Book of Secrets: why has it NOT been vetted? Other than one sentence Oliver Bell sent OIG to “investigate” me on, proving me no threat, OR requests for OIG work has been “nothing responsive” to date—SHAMEFUL!

Brief One-page History of Michael Upshaw's OIG Manipulation

About three years ago, when the Gib Lewis warden summarily chose NOT to interview three applicants, myself included, I wrote Deputy Dir. Bryan Collier, and he intervened, allowing the interviews to continue. They chose the lesser qualified of the three then, too, but I did nothing.

Now five years after exposing the Polunsky fiasco, begging for an OIG investigation—and seeing none, Collier trusting Stevenson's lying assessment—here is another exposure.

There is so much more here that will or should lead to a full vetting of the my 30-page letter in Oct 2012 and even my 700-page *Book of Secrets*. Polunsky Chapel life-sentenced prisoners are still using computers totally unsupervised, sometimes in the DARK on Sunday's during worship—five years after I first exposed that. Even after it took TDCJ's computer techs two weeks to “clean” it all under Michael Upshaw's orders. That is, five years after a 700-page *Book of Secrets*, Chaplain Collier *still* advises the Polunsky chapel, violates policy on the Walls Unit, and wardens support to this day allowing life-sentenced prisoners hours of TOTALLY unsupervised access to computers, cameras, printers and more. Danger incredible, unbelievable, that too, totally ignored by Reg. Chaplain Rose and many more—disastrous cover up.

As I, a mere Chaplain, have continued to inform management of unethical behavior (at the least) and major security violations like at Polunsky and here (at worst), is still exposing, gosh, any dunce can see why I was not chosen. The Shadow Gov controls and manipulates.

Back to the beginning in April 2012, THE REASON Michael Upshaw did NOT have an OIG investigator “investigate” my alleged violations at the Gib Lewis (that led to dismissal proceedings I fought and won) was because—hear this if nothing else—Upshaw *knew* OIG investigators would NOT favor his conniving.

That means there ARE good OIG investigators not a part of Upshaw's cabal and those who manipulated Warden Beard to violate policy. That is good news.

Only a thorough OIG investigation of this will lead to a thorough investigation of the *Book of Secrets on the Longest Cover Up in TDCJ History* and the redemption of my honor.

That is, this Goodman Unit hiring fiasco, reveals and even proves the need to dig deeper, including—please—my five years of BEGGING for a real OIG investigation that goes back to Marvin Dumar's sloppily contrived disciplinary against me for actually doing my job.

This then, tied with the foregoing, lead to the

Exponential Close

OIG's Finest Hour if Allowed Full Reigns by its Best

For therein, any reasonable person will see this as exponentially gross given that this is no isolated affair and, despite many letters of exposure over 20 years, they STILL feel free to manipulate and *mentor* newly minted senior wardens into violating policy.

Clearly three over-qualified dedicated men were passed over *against* policy for a novice, perhaps the least qualified of any Chaplain hired in the last 20 years. One thing is certain, Mr. Adaway, a good man, did not know any of this. And many do *not* know that many other good men and women were PASSED over for similarly under-qualified novices in the last 20 years. That would make a **good research project** (“research” doesn't happen often in TDCJ). But it would be a miracle of TDCJ would just vet this, then get its best Sherlock Holmes team to work the *Book of Secrets* to weed out who Upshaw was trying to please in the Polunsky cover up.

How can this NOT merit a massive OIG investigation?



Maness Defended Prison Chaplaincy Profession Second to None

No one has worked harder in defense of the prison chaplaincy profession—*no one!*

TDCJ Chaplaincy Volunteer Stats for Specified Years				
	2012	2011	2010	2004
Vol. Visits	145,701	154,258	140,755	124,507
Vol. Hours	465,413	502,857	460,804	491,287
Vol. Contacts	8,320,713	8,519,116	7,512,681	3,436,748
Spec. Vol. Visits	22,832	29,686	23,298	12,998
Spec. Vol. Hours	94,848	94,100	82,109	35,760
Spec. Vol. Contacts	1,004,488	996,587	1,056,659	688,447
Total Contacts	9,325,201	9,515,703	8,569,340	4,125,195
Total Hours	560,261	596,957	542,913	527,047
Dollar Valuation*	\$ 13,446,264	\$ 14,326,968	\$ 13,029,912	\$ 12,649,128
Total Valuation* \$ 53,452,272 ... for specified years				
*Valuation based upon Independent Sector calculations 2015 at \$23 per hour see www.IndependentSector.org/volunteer_time courtesy of Michael G. Maness ... www.PreciousHeart.net				

Not once in any public TDCJ document has any credit been given to the staff Chaplains for their monumental cost-savings to TDCJ in their work as ministers in their own right (their teaching, grief counseling, admin., leadership) or in their likewise monumental facilitation of 95% of TDCJ's outstanding volunteers. Only I have been publishing these for almost 20 years.

1999—It was that defense that led me to Austin in 1999 in that led to the FIRST pay-group raise for TDCJ Chaplains in 40+ years! Called—Chaplain Professional Equity.

2001—That WIN in 2000 led Carl Jefferies to punish TDCJ Chaplains, cutting 33% and not others in his division who made LESS of a contribution, instead of cutting all by the 9% requested then—nasty.

2007—The Staff Chaplain contribution led me again to Austin in 2007 that secured the addition 25 Chaplains NOT budgeted (requested 50), and some have undermined that work too.⁷

2011—shock of shocks—TDCJ zero-budgeted Chaplaincy without a cost analysis, totally ignoring the documentation supplied in the two previous wins. But we WON there too.⁸

SET UP by a Traitor. I was set up by snake Michael Upshaw in April of 2012, documented with over 1,000 pages of evidence in dozens of letters, including the 700-page *Book of Secrets* and STILL to date OIG has been *prevented* (manipulated?) from correcting that massive amount of treason by Upshaw, those who *ordered* him, and those *below* him who—like slaves—sold their souls and their honor for some crumbs of nasty favor!⁹



⁷ This is documented in the appendices of *How We Saved Texas Prison Chaplaincy 2011* (2012), which I led and sacrificed more than any TDCJ employee: www.PreciousHeart.net/Saved.

⁸ Ibid.

⁹ www.PreciousHeart.net/OIG/Treason.pdf - *Book of Secrets*—code to open, “**Love-Honor**”!

Tab 1 – Outline of Reg. Chaplain Rose’s Illegal Document Manipulation

These were culled and worked up from the documents and files sent, time consuming, but not that hard to do.

From Open Record requests on the entire “experience” of Kenneth Adaway in volunteering for TDCJ chaplaincy, which was used by Warden Beard in one of many violations of PD 71 to choose Adaway over three others with REAL experience and more education.

TDCJ Volunteer Service: Kenneth Adaway ... OR Request #2436, rec. 5-23-17					
Visit Date	Unit	Hours Recorded	Minutes Recorded	Program Code	Duty or Program Name
8/22/2016	GG	6	57	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
8/18/2016	GG	8	10	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
8/9/2016	GG	8	25	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
8/4/2016	GG	8	20	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
7/21/2016	GG	7	10	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
7/21/2016	GG	2	0	7301 CVCA-FAM PROG-OTHER-NRC	Making Peace with your Past
7/7/2016	GG	4	50	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
6/22/2016	GG	4	30	7601 CVCA-SP GROW-OTHER-NRC	Assist in office
6/9/2016	GG	2	17	7601 CVCA-SP GROW-OTHER-NRC	Making Peace with your Past
		49	219	CVCA = Cert. Vol. Chaplain Asst.	
		49 hrs	3.65 hrs	49 + 3.65 = 52.6 hrs as Vol. Chaplain ... /8hr FTE = 6.6 FTE Days	
6/22/2016	GG	1	45	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
6/16/2016	GG	5	0	8601 REG VOL-SP GROW-OTHER-NRC	Making Peace with your Past
6/9/2016	GG	1	45	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
6/2/2016	GG	1	35	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
5/26/2016	GG	2	55	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
5/19/2016	GG	5	10	8601 REG VOL-SP GROW-OTHER-NRC	Making Peace with your Past
5/19/2016	GG	2	0	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
5/5/2016	GG	2	45	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
4/21/2016	GG	1	35	8401 REG VOL-REHAB-OTHER-NRC	Making Peace with your Past
		20	270	20 + 5.43 = 25.4 hrs - 1 program	
4/20/2016	GG	5	0	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
4/4/2016	GG	4	45	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
2/11/2016	GG	3	30	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
2/4/2016	GG	3	55	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
1/11/2016	GG	4	30	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
1/4/2016	GG	4	30	8601 REG VOL-SP GROW-OTHER-NRC	Assist in office
12/7/2015	GG	5	5	8601 REG VOL-SP GROW-OTHER-NRC	Orientation with Chaplain
		28	195	28 + 3.25 = 31.25 hrs Office Asst.	
		48	465		
		48 hrs	7.75 hrs	48 + 7.75 = 55.75 hrs as Volunteer ... /8hr FTE = 7 FTE Days	
What's that mean?					
1. Mr. Adaway spent 6.6 FTE days as a Volunteer					
2. Mr. Adaway spent 7 FTE days a Volunteer Chaplain					
Conclusion:					
Mr. Adaway did TWO WEEKS of FTE Chaplaincy Volunteer service					

These are from several Open Record requests and appeals over several months at the reluctance and initial violation of OR policy by Clint Morris, director of Volunteer Services, including an initial denial to give Excel files as requested his unreasonable charging of \$400-plus for copies that I had to appeal several times to the OR coordinator (always gracious).

Below are the violations by Regional Chaplain Rose who manipulated the documents to speed Adaway's certification against policy, violating policy several times, to finagle certification, and it appears falsify a state document, which is a felony, I believe.

Policy Violations NOT Considered During Employment Interview			
Policy Items Violated			OR Request Data Reveals
Chaplaincy 14.04	II.C.	MINIMUM 6 Mons Vol. BEFORE applying	12-7-2015 to 5-5-2016
	Failure 1	<i>Less than 5 month see Mainframe Email</i>	^ = < 5 months ... not 6
	II.F.	60 Hours Training Completed w/in 6 Months	
		<i>see CVCA Training Report vis-à-vis hours above & TDCJ Non-Disclosure</i>	
	Failure 2	Start 5-10-16 Hrs listed by	
		i.e. 44 hours of MISSING training	
	Failure 3	Reg. Chap. Rose signed DAY BEFORE unit Chaplain 5-18-16	
	Failure 4	TDCJ Non-Disclosure Agreement signed DAY BEFORE 5-18-16	
		Uni Chaplain Jerry Sheffield signed CVCA Training Completion	
	Failure 5	5-10-16 ... Start of Training ... no volunteer hrs entered	
	Failure 6	5-19-16 only showed 7 hrs ... 9 hrs of training MISSING	
		<i>surely did not do all training 16 hrs on same day</i>	
	Failure 7	First 14 items of Training signed off by Reg. Chap. Rose, NOT Unit Chaplain	
		<i>clearly, this training was rushed ... by Reg. Chap. knowingly violating policy</i>	
		<i>training supposed to be by Unit Chaplain ... as vol. helps Unit Chaplain</i>	
Surmise 1 possible	Failure 8	Moot, perhaps, look at initials--Did they both LIE & "initial" first 14 same day?	
or Surmise 2 or likely		<i>5-19-16 is date of Reg. Chap. Signature, only day Adaway was there</i>	
or Surmise 3 or on days NOT		<i>5-18-16 date of Unit Chap. Signature, a day Vol. Adaway was NOT there</i>	
		<i>* CVCA Training policy INTENDS training in CARE ... not a rush job</i>	
		<i>* CVCA Training policy INTENDS to train in POLICY ...</i>	
		<i>* instead, we have a Reg. Chap. Rose an example in violating policy</i>	
Conclusion:	<p>Must rank among the most policy-violating CVCA certification in TDCJ history</p> <p>But only ONE chaplain in TDCJ history has EVER looked these ...</p> <p>Clearly, it is also among the MOST SLOPPY, as "policy" was avoided in fact & spirit</p> <p>If Reg. Chap. Rose INTENDED to LIE for this volunteer---that is WORSE</p> <p>I, myself, cannot see Rose just be ignorant or lazy on this, in the light of the TDCJ Goodman Unit application process ... where MORE violations of policy occur</p> <p>In light of WHOLE ... Chaplain Rose conspired (perhaps in collusion with Sheffield) to to violate policy in lieu of Sheffield's up-coming retirement ...</p>		

This is not just a tragedy, but begs the question of how many other ways Reg. Chaplain Rose not just *ignored* policy, but manipulated policy and documents to his own ends.

COMPARE TDCJ CHAPLAINCY MANUAL – 14.04 (rev. 2) – Page: 1 of 6

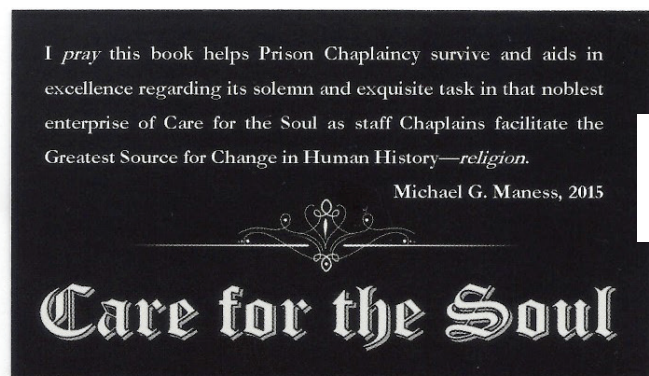
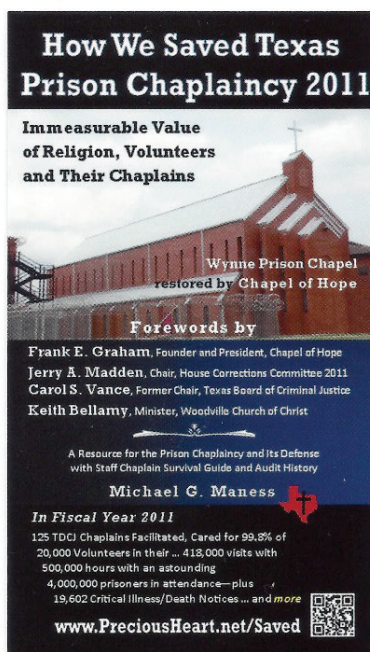
Date: July 2016 ... Supersedes: 14.04 (rev. 1) November 2013

I should not have to supply a copy of this, too. Rose was a despicable disgrace to chaplaincy.

Tab 2 – Four Goodman Prison Applications – *Child Could See the Difference*

1. **Application Log** – followed by 54 pages of 4 apps and what each submitted, minus the App Supplements, all signing around Aug. 14, 2017, to save space as all were the same.
2. **Applicant Kenneth Adaway** – selected, though the least qualified by large margin
TDCJ career laundry man, no other full-time jobs, just part-time church late in life
FULL TIME with TDCJ from 1989 to 6-2015, at least 40 hrs a week
9-2010 to 11-2012 – Pastor – Grace Baptist – 30 hours a week – claimed
9-2011 to 12-2014 – Earned 120-hr B.A. online in **3 years**
- **No other education** listed in 20 years prior to becoming a pastor
- From 9-11 to 11-12, he worked **70 hrs-wk while in school**
From the Anomalies above Observe three alternatives:
 1. Either Mr. Adaway was a *genius* to earn a 120-hr degree *while* working 40 hours a week all 2 yrs and 70 hrs for 1 yr
 2. Online school was *very easy* ... accredited by CHEA, just barely not having the additional accreditation of major seminaries
 3. He fudged on actual hours worked in his part-time jobs, for no one believes he *really* worked 70 hrs a week while attending a real school full time—no one!
Mr. Adaway is a nice guy, but he was out of school for 20 years and completing a *quality* 120-hr degree in 3 yrs would take a genius (w/out illusion of 70-hrs for 1 yr)
Clearly, he chose a school *outside* his church's denomination because it was easier.
2. **Lester R. Fatherree Jr** – 4-year veteran TDCJ Staff Chaplain II (*don't need more?*), yet, hold your breath: he earned a 128-yr from B.A. Howard Payne 1977, accredited with more than CHEA, and before the internet (attending class), earned an 88-hr Master of Divinity from Southwestern Baptist in Fort Worth in 1983 (before the internet, attending class), and earned 2 Units of Clinical *while* a TDCJ chaplain, meaning he was a Chaplain II. Add to that 36 years pastoring churches.
3. **Joseph Daniel Johnson** – Army Command Chaplain for almost 13 years, w 20 in Army he earned B.A. and Masters, *plus* 14 months of clinical pastoral education (only 6 is required to promote to Chaplain II); worse, he was **combat war veteran** where and PD 71 *requires* a preference for the military when all other items are equal.
4. **Michael G. Maness** – 19+ years as a TDCJ Chaplain II at the 19+ at Gib Lewis Unit, five times the size of Goodman with seven times the complication, including a super-seg, then 5 months at Polunsky with Death Row (retiring because of exposures in *Book of Secrets* still kept under wraps), after earning a 150-hr B.A. double major in Bible & Counseling in 1985 (before internet, going to class for 9 years), earning an 84-hr Master of Divinity from Southwestern Baptist Theological in Fort Worth in 1990 (at the time, one of the largest seminaries in the world), earning 4 Units of (1,600 hrs) of clinical at Shannon Hospital all *before* entering TDCJ. Then I earned a fully accredited Doctor of Ministry from New Orleans Baptist Theological in 1997. I was an Air Force veteran too. And I earned many more certificates of training in Post Trauma, suicide intervention, crisis intervention, and optional computer, gang, and other TDCJ training.

Plus, Maness was a KEY leader in saving the entire chaplaincy department in 2011.



Texas Department of Criminal Justice Applicant Log

Job Posting No.: 045140GG			
Payroll Title: CHAPLAIN I			
Extended Working Title:			
Unit\Department\Division\Section: GOODMAN TRANSFER FACILITY			
Pay Group B17	Post Date: 8/9/2016	Close Date: 8/18/2016	
Job No: 037351			
Name of Applicant	Veteran's Preference	In/Out	Status (1)
Adaway, Kenneth C		OUT	SELECTED
Fatheree Jr, Lester R		SO	NS
Fay, Eric A	withdrew	OUT	WD
Johnson, Joseph D		OUT	NS
Maness, Michael G		OUT	NS
TOTAL FOR POSITION NUMBER: 5			

(1) Key for status: NQ - Does not meet minimum qualifications
Late
IE - Ineligible
Qualified
WD - Withdrew Before Interview
DS - Document Screened

Rehabilitation Programs Division Screening Form		Date Screened: 8/28/16
Name	Adaway, Kenneth C	
Education <u>CHEA</u> USDE	BA - Religion	
Veteran's Preference	<input type="checkbox"/>	
Foster Child Preference	<input type="checkbox"/>	
Retiree	<input checked="" type="checkbox"/>	
Endorsement	<input checked="" type="checkbox"/>	

1. Bachelor's degree from a seminary or university accredited by an organization recognized by Council for Higher Education Accreditation (CHEA) or by the United States Department of Education (USDE). Major course work in Ministry, Divinity, Religious Studies, a Behavioral Science, or a related field

or

graduation from an accredited senior high school or equivalent or GED and four years full-time, wage-earning ministerial experience or equivalent with documentation from supervising clergy. Thirty semester hours from a seminary or university accredited by the CHEA or by the USDE may be substituted for one year of experience on a year-for-year basis.

2. Must possess a written ecclesiastical endorsement by the applicable religious authority

Total Job Related Experience

Job #	Qualifying Experience	Years	Months	Days
(1)	Youth Pastor - FBC Colmesneil		5	16
(2)	Pastor - Grace Baptist	1	1	14
(3)	Associate Pastor - Grace Baptist	2	4	29
4				
5				
6				
7				
8				
9				
10				
11				
12				
Total		3	11	29

Qual



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only

Date received	<u>Shirley</u>
Time received	<u>10:00</u>
Received by	<u>Shirley</u>

Job Applicant No. _____

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank.** Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but **each copy must be signed.** Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Adaway Kenneth Craig AC [Redacted]
(Last) (First) (Middle) (Daytime Phone)

MAILING ADDRESS [Redacted] AC [Redacted]
(Street) (City) (State) (Zip) (Country) (Work Phone, Optional)

E-MAIL ADDRESS [Redacted]

List any other names used if different from name on this application. None

List exact title of position or type of work and location for which you wish to apply: <u>Chaplain I</u>	Job Posting Number <u>045140GG</u>	Closing Date <u>08/18/2016</u>
List the state agency with which you wish to apply: <u>TDCJ Goodman Unit</u>	Do you have any relatives working for this agency? If so, list names and relationships: <u>[Redacted]</u>	

Full-Time ☒ Part-Time ☐ Summer ☐ Temp/Project ☐ Date available for work? Now Are you at least 17 years of age? [Redacted]

Are you willing to work hours other than 8-5? Yes ☒ No ☐ What days are you unable to work? None

Are you willing to Travel? Yes ☐ No ☒ If yes, what percent of time? N/A

Current Driver's License # (if required for position) [Redacted] Commercial Driver's License [Redacted]
(State) (Number)

Geographic preference. (Be specific to city/area. If no preference, write "statewide.") Jasper, Texas

Have you ever been convicted of a felony or subjected to deferred adjudication on a felony charge? Yes ☐ No ☒ If your answer is "Yes," explain in concise detail on a separate page, giving dates and nature of the offense, name and location of the court, and disposition of the case(s). A conviction may not disqualify you, but a false statement will. Note: Some state agencies may require additional information related to convictions of misdemeanors.

EDUCATION (NOTE: Applicants may be required to provide proof of diploma, degree, transcripts, licenses, certifications, and registrations.)
High School Graduate or GED? Yes ☒ No ☐ If yes, name and location of high school or GED institute: Colmesneil H.S. Colmesneil, Texas

Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		From	To							
		Mo.	Yr.	Mo.	Yr.					
Undergraduate Colleges or Universities	Luther Rice University/Seminary	09	2011	12	2014	05/16/2015	N/A	120	BA	Religion/Bib. Counseling
Graduate Schools	N/A									
Technical or Vocational Schools	N/A									

Qcam

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
N/A				

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.)

I am experienced in the use of radios, computers, and other related office equipment. My computer experience consist of using Excel spreadsheets, MS Word, MS Access, and some related Google apps. I have experience with TDCJ mainframe Email and reporting systems, and Office 365. I have also been trained and recently received my completion of requirements certificate for Certified Volunteer Chaplains' Assistant for the Goodman Unit.

Approximately how many words per minute do you type? 40

Sign Language (If required for this position) Yes ☐ No ☒

Are you a certified interpreter? Yes ☐ No ☒

Do you speak a language other than English? (If required for this position) Yes ☐ No ☒

If yes, what language(s) do you speak? N/A

How fluently? Fair ☐ Good ☐ Excellent ☐

Do you write in a language other than English? (If required for this position) Yes ☐ No ☒

If yes, which language(s) N/A

Have you ever been employed by the State of Texas? Yes ☒ No ☐

Are you currently employed by the State of Texas? Yes ☐ No ☒

If you have been previously employed by the State of Texas, list the agency/agencies: **Texas Department of Criminal Justice**

FORMER FOSTER YOUTH (Verification may be required.)

Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? [REDACTED]

If yes, are you currently 25 years of age or younger? [REDACTED]

MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.)

Are you a veteran? [REDACTED] If yes, list type of discharge status [REDACTED]

Dates of Service (From/To): [REDACTED]

Are you a surviving spouse of a veteran who has not remarried? [REDACTED] Are you a surviving orphan of a veteran? [REDACTED]

If yes, complete dates of service for veteran [REDACTED]

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED

1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination.
2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
3. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
4. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

THIS APPLICATION MUST BE SIGNED SIGN HERE:

X

Kenneth C. Adamway
Signature - Applicant

8/14/2016
Date

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name: Adaway Kenneth Craig
Last First Middle

Position Title: Youth Pastor						Immediate Supervisor Name: Brian Givens		Full-Time <input type="checkbox"/>	
Employer: FBC Colmesneil, Texas						Title: Pastor		Part-Time <input checked="" type="checkbox"/>	
Mailing Address: P. O. Box 247						Supervisor's Telephone No.: AC (409) 377-4053		Summer <input type="checkbox"/>	
City & State/ZIP: Colmesneil Texas / 75938						If supervisory, number of employees you supervised:		Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (409)837-5439								Give average # of hours worked per week if part-time: 25	
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>		
09	15	2015				1,600/mo	Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I preach the word in the absence of pastor. Provide pastoral ministry with youth ministry family and coordinate the training of others to do likewise. Prepare and teach weekly lessons for 7-12 Jr. High and High School boys and girls. Meet with individuals from time to time that request personal one on one counsel. Plan, organize, and attend summer camps with 7th through 12th grade students. Plan, organize, and attend summer mission trips (Mission Arlington) with 7th through 12th grade students. Prepare and train student mission team to minister and evangelize. Administer the budget as approved by the stewardship committee.

Specific reason for leaving: Still employed

Position Title: L.M. IV (Laundry Captain-TDCJ)						Immediate Supervisor Name: Kevin Belt		Full-Time <input checked="" type="checkbox"/>	
Employer: Texas Dept. of Criminal Justice, Goodman Unit						Title: Major		Part-Time <input type="checkbox"/>	
Mailing Address: 349 Private Road 8430						Supervisor's Telephone No.: AC (409) 594-2272		Summer <input type="checkbox"/>	
City & State/ZIP: Jasper, Texas / 75951						If supervisory, number of employees you supervised: 2		Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (409)838-0012								Give average # of hours worked per week if part-time: 40	
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>		
09	01	2008	06	30	2015	3,800/mo	Supervisory/Managerial <input checked="" type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job: As a Laundry Manager IV, I performed highly complex laundry services supervisory and managerial work. I planned and directed laundry operations. Maintained oversight of the department budget, assuring the department operated efficiently, preparing budget reports, and reconciling the monthly budget. I planned, assigned, and supervised the work of others; reviewed work schedules for adequate coverage; and administered orientation and departmental in-service training to laundry staff and offenders. I instructed employees and offenders on the safety rules and regulations, proper use of soaps and chemicals, sanitary procedures, laundering processes, and operation of equipment. I ensured laundry processing areas and equipment were maintained in a clean and sanitary manner; ensured compliance with safety, sanitation, and health regulations; and ensured the accountability of all clothing. I maintained security of assigned offenders. I maintained professional working relations with all. I developed an excellent rapport with staff, other departments, and officials. I also was a member of the Unit Classification Committee at various times for new offenders and disciplinary decisions. I also filled in as the chair of the Back to Basics committed in the absence of the building Captain for 3 months.

Specific reason for leaving: Retired

Name: **Adaway** **Kenneth** **Craig**
 Last First Middle

Position Title: L.M. III (Laundry Sergeant, TDCJ)							Immediate Supervisor Name: Robert Williams		Full-Time <input checked="" type="checkbox"/>
Employer: Texas Dept. of Criminal Justice, Goodman Unit							Title: L.M. IV		Part-Time <input type="checkbox"/>
Mailing Address: 349 Private Road 8430							Supervisor's Telephone No.: AC (936) 671-1602		Summer <input type="checkbox"/>
City & State/ZIP: Jasper, Texas / 75951							If supervisory, number of employees you supervised: 0		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)383-0012							Give average # of hours worked per week if part-time: 40		
Starting Date			Leaving Date			Current/	Technical		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
09	01	2006	08	31	2008	3200/mo	Supervisory/Managerial	<input checked="" type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job: My duties and responsibilities included but were not limited to the purchasing, management, and accountability of all clothing items, linen, and footwear for offenders confined to the Goodman Unit as required by federal court and legislative mandates. Managed and supervised offenders. Developed and implemented inventory control procedures for the accountability of items purchased and warehoused. Provided oversight of the department budget, prepared budget reports, and reconciled the monthly budget. Provided accurate record keeping, prepared shipping tickets, verified invoices, and maintained files, along with conducting a perpetual physical inventory. Planned, assigned, and supervised the work of others; reviewed work schedules for adequate staffing; and established and administered orientation and departmental in-service training. Ensured compliance with safety rules and regulations to provide a safe working environment. Maintained security of assigned offenders. Maintained professional working relations with all. Developed an excellent rapport with staff, other departments, and officials.

Specific reason for leaving: Promoted

Position Title: L.M. IV (Laundry Captain, TDCJ)							Immediate Supervisor Name: Michael Roesler		Full-Time <input checked="" type="checkbox"/>
Employer: Texas Dept. of Criminal Justice, Lewis Unit							Title: Asst. Warden		Part-Time <input type="checkbox"/>
Mailing Address: 777 FM 3497							Supervisor's Telephone No.: AC (936) 295-5756		Summer <input type="checkbox"/>
City & State/ZIP: Woodville, TX / 75990							If supervisory, number of employees you supervised: 9		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)283-8181							Give average # of hours worked per week if part-time: 40		
Starting Date			Leaving Date			Current/	Technical		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
06	01	1998	09	01	2006	3400/mo	Supervisory/Managerial	<input checked="" type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job: As a Laundry Manager IV, I performed highly complex laundry services supervisory and managerial work. I planned and directed laundry operations. Maintained oversight of the department budget, assuring the department operated efficiently, preparing budget reports, and reconciling the monthly budget. I planned, assigned, and supervised the work of others; reviewed work schedules for adequate coverage; and administered orientation and departmental in-service training to laundry staff and offenders. I instructed employees and offenders on the safety rules and regulations, proper use of soaps and chemicals, sanitary procedures, laundering processes, and operation of equipment. I ensured laundry processing areas and equipment were maintained in a clean and sanitary manner; ensured compliance with safety, sanitation, and health regulations; and ensured the accountability of all clothing. I maintained security of assigned offenders. I maintained professional working relations with all. I developed an excellent rapport with staff, other departments, and officials. I also was a member of the Unit Classification Committee at various times for new offenders and disciplinary decisions.

Specific reason for leaving: I took advantage of an opportunity for a much needed change.

Name: **Adaway** Last **Kenneth** First **Craig** Middle

Position Title: L.M. III (Laundry Sergeant, TDCJ)							Immediate Supervisor Name: Robert Williams		Full-Time <input checked="" type="checkbox"/>	
Employer: Texas Dept. of Criminal Justice - Lewis Unit							Title: L.M. IV		Part-Time <input type="checkbox"/>	
Mailing Address: 777 FM 3497							Supervisor's Telephone No.: AC ()		Summer <input type="checkbox"/>	
City & State/ZIP: Woodville, Texas/75990							If supervisory, number of employees you supervised: 0		Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (409)283-8181									Give average # of hours worked per week if part-time: 40	
Starting Date			Leaving Date			Current/	Technical			
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial			
06	01	1995	10	01	1998	2800/mo	Supervisory/Managerial			

Summary of experience including special training/skills/qualifications you have used in the performance of this job: My duties and responsibilities included but were not limited to the purchasing, management, and accountability of all clothing items, linen, and footwear for offenders confined to the Lewis Unit as required by federal court and legislative mandates. Managed and supervised offender work force. Developed and implemented inventory control procedures for the accountability of items purchased and warehoused. Provided oversight of the department budget, prepared budget reports, and reconciled the monthly budget. Provided accurate record keeping, prepared shipping tickets, verified invoices, and maintained files, along with conducting a perpetual physical inventory. Planned, assigned, and supervised the work of others; reviewed work schedules for adequate staffing; and established and administered orientation and departmental in-service training. Ensured compliance with safety rules and regulations to provide a safe working environment. Maintained security of assigned offenders. Maintained professional working relations with all. Developed an excellent rapport with staff, other departments, and officials.

Specific reason for leaving: Promoted

Position Title: Correctional Officer							Immediate Supervisor Name: Frank Helm		Full-Time <input checked="" type="checkbox"/>	
Employer: Texas Dept. of Criminal Justice - Lewis Unit							Title: Lt.		Part-Time <input type="checkbox"/>	
Mailing Address: 777 FM 3497							Supervisor's Telephone No.: AC (409) 283-8181		Summer <input type="checkbox"/>	
City & State/ZIP: Woodville, Texas/75990							If supervisory, number of employees you supervised: 0		Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (409)283-8181									Give average # of hours worked per week if part-time: 40	
Starting Date			Leaving Date			Current/	Technical			
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial			
09	01	1990	05	30	1995	2200/mo	Supervisory/Managerial			

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I protected the public by maintaining custody and control of incarcerated felons. Processed the intake and transfer of offenders. Transported offenders as required under armed supervision. Provided armed security of the perimeter fence and accounted for weapons and ammo. Ensured compliance with safety rules and regulations to provide a safe and secure working environment. Maintained professional working relations with all. Developed an excellent rapport with staff, other departments, and officials.

Specific reason for leaving: Promotion

Name: Adaway Kenneth Craig
 Last First Middle

Position Title: Correctional Officer							Immediate Supervisor Name: Rowden		Full-Time <input checked="" type="checkbox"/>
Employer: Texas Dept. of Criminal Justice - Estelle Unit							Title: Lt.		Part-Time <input type="checkbox"/>
Mailing Address: 264 FM 3478							Supervisor's Telephone No.: AC (936) 291-4200		Summer <input type="checkbox"/>
City & State/ZIP: Huntsville, Texas/77320							If supervisory, number of employees you supervised: 0		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (936)291-4200							Give average # of hours worked per week if part-time: 40		
Starting Date			Leaving Date			Current/	Technical		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	<input checked="" type="checkbox"/>	
10	04	1989	08	31	1990	1800/mo	Supervisory/Managerial	<input type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I protected the public by maintaining custody and control of incarcerated felons. Supervised and maintained security of the psychologically impaired and suicidal offenders with severe mental disorders assigned to the Psychological Treatment Facility at the Ellis II Unit. Processed the intake and transfer of offenders. Provided armed security of the perimeter fence and accounted for weapons and ammo. Ensured compliance with safety rules and regulations to provide a safe and secure working environment. Maintained professional working relations with all. Developed an excellent rapport with staff, other departments, and officials.

Specific reason for leaving: Transferred to Lewis Unit [REDACTED]

Position Title:							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer:							Title:		Part-Time <input type="checkbox"/>
Mailing Address:							Supervisor's Telephone No.:		Summer <input type="checkbox"/>
City & State/ZIP:							If supervisory, number of employees you supervised:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC ()							Give average # of hours worked per week if part-time:		
Starting Date			Leaving Date			Current/	Technical		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	<input type="checkbox"/>	
							Supervisory/Managerial	<input type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Specific reason for leaving:

Name: Adaway Kenneth Craig
 Last First Middle

Position Title: Pastor							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer: Grace Baptist Church							Church Congregation		Part-Time <input checked="" type="checkbox"/>
Mailing Address: 143 County Road 3260							Title: N/A		Summer <input type="checkbox"/>
City & State/ZIP: Colmesneil, Texas / 75938							Supervisor's Telephone No.:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)837-4403							AC (409) 837-4403		Give average #
Starting Date			Leaving Date			Current/	Technical	If supervisory, number of employees you supervised: 0	of hours worked per week if part-time: 30
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
09	01	2010	11	30	2012	800/mo	Supervisory/Managerial		

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I Preached the word, shepherded the people, and equipped the saints to do the work of ministry. Provided counseling for personal reasons, pre-marital and marital, bereaving families upon the death of loved ones. Conducted funeral services. Provided administrative oversight of church functions. Performed weddings. Served as an ex-officio member on all church committees.

Specific reason for leaving: Needed more time for full time job and 3/4 time college.

Position Title: Associate Pastor/Youth Pastor							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer: Grace Baptist Church							Bro. Swain Barker		Part-Time <input checked="" type="checkbox"/>
Mailing Address: 148 County Road 3260							Title: Pastor		Summer <input type="checkbox"/>
City & State/ZIP: Colmesneil, Texas / 75938							Supervisor's Telephone No.:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)837-4403							AC (409) 200-0135		Give average #
Starting Date			Leaving Date			Current/	Technical	If supervisory, number of employees you supervised: 0	of hours worked per week if part-time: 30
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
11	01	2005	08	30	2010	400/mo	Supervisory/Managerial		

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I preached the word in the absence of pastor. Assisted pastor with administrative responsibilities. Prepared and taught weekly lessons for 8-12 Jr. High and High School boys and girls. Met with individuals from time to time that requested personal one on one counsel. Planned, organized, and attended summer camps with 6th through 12th grade students. Planned, organized, and attended summer mission trips (World Changers) with 7th through 12th grade students.

Specific reason for leaving: Promoted to pastor

THE RICE UNIVERSITY

Hithonia, Georgia

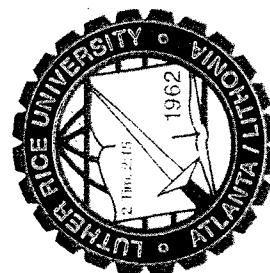
*Having completed the course of study and
having been recommended by the Faculty,
the Board of Trustees confers upon*

Kenneth C. Adamay

the Degree of
**Bachelor of Arts in Religion
Biblical Counseling**

*In testimony whereof our signatures and the seal of the University are hereto affixed
in the year of our Lord two thousand fifteen,
on the fifteenth day of May.*

James Blanton
President



L. B. Turner
Chairman of Trustees



NORTH AMERICAN
MISSION BOARD

MISSION BOARD

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Certificate of Commissioning

Kenneth C. Adaway

is hereby appointed

Correctional Chaplain

endorsed on this day **October 06 2015** *by the*

North American Mission Board of the Southern Baptist Convention

and commissioned by

Grace Baptist Church of Colmesneil

B. O. A. New Bond

Pastor

[Signature]

Keith Travis

Team Leader of Chaplaincy NAMB

[Signature]

Kevin Ball

President North American Mission Board



GRACE BAPTIST CHURCH OF COLMESNEIL
148 CR 3260
COLMESNEIL, TEXAS 75979

Texas Department of Criminal Justice – Chaplaincy,

My name is Bro. Allen Swain Barker. I am former pastor and member of Grace Baptist Church of Colmesneil and currently Chaplain I at the Coffield Unit. This letter is in reference to the position of Chaplain I for the Texas Department of Criminal Justice. I would like to recommend Bro. Kenneth Adaway for this position. I have worked in the ministry with Bro. Kenneth for the past 15 years and I know him to be a man of God. He loves the Lord and he loves the Word of God. He has recently finished his Bachelor's Degree from Luther Rice University/Seminary in Religion and Biblical Counseling and will be a great asset for prison ministry. He has served on staff as Associate Pastor/Youth and Pastor. He has served in other volunteer positions such as, Men's Ministry leader, children's minister, and deacon. Bro. Kenneth is a motivated worker for the Lord and has a servant's heart. I highly respect him as a mentor and a friend and recommend him to you as a brother in Christ.

With the Love of Christ,

Bro. Allen Swain Barker
Bro. Allen Swain Barker

Rehabilitation Programs Division Screening Form		Date Screened: 8/22/16
Name	Fatheree, Lester R	
Education (CHEA) USDE	MDiv	
Veteran's Preference	<input type="checkbox"/>	
Foster Child Preference	<input type="checkbox"/>	
Retiree	<input checked="" type="checkbox"/>	
Endorsement	<input checked="" type="checkbox"/>	

1. Bachelor's degree from a seminary or university accredited by an organization recognized by Council for Higher Education Accreditation (CHEA) or by the United States Department of Education (USDE). Major course work in Ministry, Divinity, Religious Studies, a Behavioral Science, or a related field

or

graduation from an accredited senior high school or equivalent or GED and four years full-time, wage-earning ministerial experience or equivalent with documentation from supervising clergy. Thirty semester hours from a seminary or university accredited by the CHEA or by the USDE may be substituted for one year of experience on a year-for-year basis.

2. Must possess a written ecclesiastical endorsement by the applicable religious authority

Total Job Related Experience

Job #	Qualifying Experience	Years	Months	Days
1	Chaplain II	3	10	22
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
Total		3	10	22

Qual



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only

Date received	8/15/16
Time received	
Received by	[Signature]

Job Application No.

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but **each copy must be signed.** Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME **Fatherce** **Lester** **Ray Jr.** AC [Redacted]
(Last) (First) (Middle) (Daytime Phone)
MAILING ADDRESS [Redacted]
(Street) (City) (State) (Zip) (Country) (Work Phone, Optional)
E-MAIL ADDRESS [Redacted]

List any other names used if different from name on this application. **N/A**

List exact title of position or type of work and location for which you wish to apply: Chaplain II, Goodman Unit, Jasper, Texas	Job Posting Number 045140GG	Closing Date 08/18/2016
List the state agency with which you wish to apply: TDCJ	Do you have any relatives working for this agency? If so, list names and relationships: [Redacted]	

Full-Time ☒ Part-Time ☐ Summer ☐ Temp/Project ☐ Date available for work? **09/01/201** Are you at least 17 years of age? [Redacted]

Are you willing to work hours other than 8-5? Yes ☒ No ☐

What days are you unable to work? **N/A**

Are you willing to Travel? Yes ☒ No ☐

If yes, what percent of time? **25%**

Current Driver's License # (if required for position) [Redacted]

(State) (Number)

Commercial Driver's License [Redacted]

Geographic preference. (Be specific to city/area. If no preference, write "statewide.") **East Texas, Jasper to Henderson**

Have you ever been convicted of a felony or subjected to deferred adjudication on a felony charge? Yes ☐ No ☒ If your answer is "Yes," explain in concise detail on a separate page, giving dates and nature of the offense, name and location of the court, and disposition of the case(s). A conviction may not disqualify you, but a false statement will. Note: Some state agencies may require additional information related to convictions of misdemeanors.

EDUCATION (NOTE: Applicants may be required to provide proof of diploma, degree, transcripts, licenses, certifications, and registrations.)
High School Graduate or GED? Yes ☒ No ☐ If yes, name and location of high school or GED institute: **Lufkin High, Lufkin, TX**

Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Semi/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		From		To						
		Mo.	Yr.	Mo.	Yr.					
Undergraduate Colleges or Universities	Howard Payne University, Brownwood, Texas	09	1974	12	1977	12/1977		128	B.A.	Bible/Philosophy
Graduate Schools	Southwestern Baptist Theological Seminary, Ft. Worth, Texas	09	1978	12	1983	12/16/1983		88	Master of Divinity	
Technical or Vocational Schools	R.C. Freedom Ministries Inc. San Antonio, TX	08	2014	05	2015	05/16/2015		64 clock	2 units completed	

PEERS 08/18/2016

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary)

2 Units of CPE completed

36 years of pastoring churches

4 years at Glossbrenner Unit as Chaplain (Current Employer)

Hostage Negotiation Training, T for T, Collateral Duty Safety Manager Course, CRISP training (all with TDCJ)

Approximately how many words per minute do you type? 30

Sign Language (If required for this position) Yes ☐ No ☒

Are you a certified interpreter? Yes ☐ No ☒

Do you speak a language other than English? (If required for this position) Yes ☐ No ☒

If yes, what language(s) do you speak? _____

How fluently? Fair ☐ Good ☐ Excellent ☐

Do you write in a language other than English? (If required for this position) Yes ☐ No ☒

If yes, which language(s) _____

Have you ever been employed by the State of Texas? Yes ☒ No ☐

Are you currently employed by the State of Texas? Yes ☒ No ☐

If you have been previously employed by the State of Texas, list the agency/agencies TDCJ, 09/26/2012 - present

FORMER FOSTER YOUTH (Verification may be required.)

Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? [REDACTED]

If yes, are you currently 25 years of age or younger? [REDACTED]

MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.)

Are you a veteran? Yes [REDACTED] If yes, list type of discharge status [REDACTED]

Dates of Service (From/To): [REDACTED]

Are you a surviving spouse of a veteran who has not remarried? Yes [REDACTED]

Are you a surviving orphan of a veteran? Yes [REDACTED]

If yes, complete dates of service for veteran [REDACTED]

**PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR
UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED**

- I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or if hired termination.
- I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
- I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
- I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
- I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

THIS APPLICATION MUST BE SIGNED

SIGN HERE:

X Lester Rutherford 8/18/16
Signature - Applicant Date

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name: Fatherce Jr. Lester Ray
Last First Middle

Position Title: Chaplain II						Immediate Supervisor Name		Full-Time <input checked="" type="checkbox"/>
Employer: TDCJ						Virgil McMullen/Casey Celum		Part-Time <input type="checkbox"/>
Mailing Address: Two Financial Plaza Suite 472						Title: Warden/Regional Chaplain		Summer <input type="checkbox"/>
City & State/ZIP: Huntsville, TX						Supervisor's Telephone No.		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (936-)437-6319						AC (361) 279-2705		Give average # of hours worked per week if part time 40
Starting Date		Leaving Date		Current/ Final Salary	Technical <input type="checkbox"/>	If supervisory number of employees you supervised ~50 volunteers		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>	
09	26	2012	Na			~\$3800/mo.	Supervisory/Managerial <input checked="" type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job: **Meets or Exceeds Expectations evaluations. Hostage Negotiation; Training for Trainers; CRISP; Victim's Advocate Training; Collateral Duty Safety Manager Training**

Specific reason for leaving: **N/A**

Position Title: Pastor						Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer: Faith Christian Center						N/A		Part-Time <input checked="" type="checkbox"/>
Mailing Address: P.O. Box 6						Title:		Summer <input type="checkbox"/>
City & State/ZIP: Freer, TX 78384						Supervisor's Telephone No.:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (N/A)						AC () ~50 volunteers		Give average # of hours worked per week if part-time
Starting Date		Leaving Date		Current/ Final Salary	Technical <input type="checkbox"/>	If supervisory number of employees you supervised: 20 volunteers		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>	
						Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job: **36 years pastoring churches; casting vision for church; working volunteers; Seminary degree**

Specific reason for leaving: **current second job**

Name: **Fatheree Jr.** **Lester** **Ray**
 Last First Middle

Position Title: Houseparent							Immediate Supervisor Name:		Full-Time <input checked="" type="checkbox"/>
Employer: Ben richey Boys Ranch							Title:		Part-Time <input type="checkbox"/>
Mailing Address:							Supervisor's Telephone No.:		Summer <input type="checkbox"/>
City & State/ZIP: Abilene, TX							AC ()		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC ()							If supervisory, number of employees you supervised: 6 teenage boys		Give average # of hours worked per week if part-time: 98
Starting Date		Leaving Date		Current/	Technical				
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
12	01	2010	06	15	2012	?	Supervisory/Managerial	<input checked="" type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:
 parenting skills; documentation

Specific reason for leaving: house closed

Position Title: Pastor							Immediate Supervisor Name		Full-Time <input type="checkbox"/>
Employer: 5 churches							N/A		Part-Time <input checked="" type="checkbox"/>
Mailing Address:							Title:		Summer <input type="checkbox"/>
City & State/ZIP:							Supervisor's Telephone No.:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC ()							AC ()		Give average # of hours worked per week if part-time: 20
Starting Date		Leaving Date		Current/	Technical				
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial		
06	01	1978			N/A		Supervisory/Managerial	<input type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job: I have pastored 5 churches over 38 years, performing all manner of managerial and functional jobs to meet their needs

Specific reason for leaving:

Faith Christian Center

Freer, Texas 78357

Lester Fatheree, Pastor

December 2, 2015

Our pastor, Lester Fatheree, has our complete support and endorsement in his work as a Chaplain for Texas Department of Criminal Justice.

He has a great passion to touch the lives of all that our Lord brings across his path with the grace and love of Jesus. He sees everyone, including the offenders on his unit, through the eyes of Jesus. This allows him to minister to them from a position of seeing their value in God's eyes, and to love them as they are.

His commitment, with our support, is to minister to offenders of all faiths, helping them to have the opportunity to worship as their heart dictates.

In our own faith tradition, Lester is both licensed and ordained, and carries the authority of this church to conduct all offices, functions, sacraments, ordinances, ceremonies, rites and observances required to meet the spiritual needs of any who seek his help.

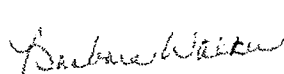
To our knowledge, Lester has no present or past legal or moral barrier that would be an obstacle to congregational ministry.


For the above stated reasons, we heartily endorse Lester Fatheree for correctional ministry.

Sincerely,

The Governing Board of Faith Christian Center




Joel Siprian


Barbara Walker


Shirley Bednorz


Debra Davis


Karen Solomon

Rehabilitation Programs Division Screening Form		Date Screened: 8/22/16
Name	Johnson, Joseph D	
Education (CHEA) USDE	MA - Church Ministry	
Veteran's Preference		
Foster Child Preference		
Retiree	x	
Endorsement	✓	

Veteran's Preference did NOT mean a thing to Newly Minted Senior Warden Beard or Reg. Chaplain Rose who manipulated Adaway's volunteer certification.

1. Bachelor's degree from a seminary or university accredited by an organization recognized by Council for Higher Education Accreditation (CHEA) or by the United States Department of Education (USDE). Major course work in Ministry, Divinity, Religious Studies, a Behavioral Science, or a related field

or

graduation from an accredited senior high school or equivalent or GED and four years full-time, wage-earning ministerial experience or equivalent with documentation from supervising clergy. Thirty semester hours from a seminary or university accredited by the CHEA or by the USDE may be substituted for one year of experience on a year-for-year basis.

2. Must possess a written ecclesiastical endorsement by the applicable religious authority

Total Job Related Experience

Job #	Qualifying Experience	Years	Months	Days
1	Command Chaplain	12	8	11
2				
3				
4				
5				
6				
7				
8				
9				
10				
11				
12				
Total		12	8	11



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only

Date received
Time received
Received by

Job Applicant No.

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but **each copy must be signed**. Resumes will not be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME JOHNSON JOSEPH DANIEL A [REDACTED]
(Last) (First) (Middle Initial)
MAILING ADDRESS [REDACTED] A [REDACTED]
(Street) (City) (State) (Zip) (Country) (Work Phone, Optional)
EMAIL ADDRESS [REDACTED]

List any other names used if different from name on this application.

List exact title of position or type of work and location for which you wish to apply: Chaplain I	Job Posting Number 045140GG	Closing Date Aug 18, 2016
List the state agency with which you wish to apply: Texas Department of Criminal Justice	Do you have any relatives working for this agency? If so, list names and relationships:	

Full-Time ☒ Part-Time ☐ Summer ☐ Temp/Project ☐ Date available for work? JUNE 1, 2016
Are you at least 17 years of age? Yes ☒ No ☐
Are you willing to work hours other than 8-5? Yes ☒ No ☐ What days are you unable to work? N/A
Are you willing to Travel? Yes ☒ No ☐ If yes, what percent of time? 25

Current Driver's License # (if required for position) [REDACTED] Commercial Driver's License [REDACTED]
(State) (Number)

Geographic preference. (Be specific to city/area. If no preference, write "statewide.") BEAUMONT

Have you ever been convicted of a felony or subjected to a deferred adjudication on a felony charge? Yes ☐ No ☒

If your answer is "Yes," explain in concise detail on a separate sheet of paper, giving the dates and nature of the offense, the name and location of the court, and the disposition of the case(s). A conviction may not disqualify you, but a false statement will. Note: Some state agencies may require additional information related to convictions of misdemeanors.

EDUCATION (NOTE: Applicants may be required to provide proof of diploma, degree, transcripts, licenses, certifications, and registrations.)

High School Graduate or GED? Yes ☒ No ☐ If yes, name and location of high school or GED institute: South Mountain H.S. Phoenix AZ

Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		From Mo.	From Yr.	To Mo.	To Yr.					
Undergraduate Colleges or Universities	Grand Canyon University, Phoenix, AZ	09	1999	12	2002	Dec 2002			Bachelors Degree	Management/ Human Resources
Graduate School	American Baptist Seminary of the West, Berkeley, CA	08	1999	05	2002	May 2002			Masters Degree	Church Ministry/ Human Sexuality / Preaching
Technical or Vocational Schools										

Alkam

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date Issued	Date Expires	Issued by/Location of Issuing Authority (State or other authority) (City & State)	License No.

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.)

Pastoral Care / Basketball Coaching and Refereeing / Microsoft Word, Excel, PowerPoint, and Outlook.

Approximately how many words per minute do you type? 40

Sign Language (If required for this position) Yes ☐ No ☒ Are you a certified interpreter? Yes ☐ No ☒

Do you speak a language other than English? (If required for this position) Yes ☐ No ☒

If yes, what language(s) do you speak? _____ How fluently? Fair ☐ Good ☐ Excellent ☐


Do you write in a language other than English? (If required for this position) Yes ☐ No ☒


If yes, which language(s) _____

Have you ever been employed by the State of Texas? Yes ☐ No ☒ Are you currently employed by the State of Texas? Yes ☐ No ☒

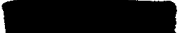
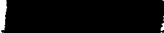
If you have been previously employed by the State of Texas, list the agency/agencies: _____

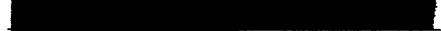
FORMER FOSTER YOUTH (Verification may be required.)

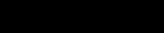
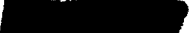
Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? 

If yes, are you currently 25 years of age or younger? 

MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.)

Are you a veteran?  If yes, list type of discharge 

Dates of Service (From/To): 

Are you a surviving spouse of a veteran who has not remarried? Y  Are you a surviving orphan of a veteran? 

If yes, complete dates of service for veteran: 

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include each position held, even those with the same employer.
2. EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.
3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name: JOHNSON JOSEPH DANIEL
Last First Middle

Position Title: [REDACTED]				Immediate Supervisor Name: [REDACTED]		Full-Time <input checked="" type="checkbox"/>
Employer: [REDACTED]				[REDACTED]		Part-Time <input type="checkbox"/>
Mailing Address: [REDACTED]				Title [REDACTED]		Summer <input type="checkbox"/>
City & State/ZIP: [REDACTED]				Supervisor's Telephone No.: [REDACTED]		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: [REDACTED]				[REDACTED]		Give average # of hours worked per week if part-time:
Starting Date		Leaving Date		Current/ Final Salary	Technical <input type="checkbox"/>	
Mo.	Day	Yr.	Mo.	Day	Yr.	
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	
				Non-Managerial <input checked="" type="checkbox"/>		If supervisory, number of employees you supervised:
				Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

-Pastoral Care and specialized visits for all [REDACTED] and students

Falsely redacted

^ Illegally redacted ... could have appealed that. I contacted Johnson who gave me his full application.

Name: JOHNSON JOSEPH DANIEL
Last First Middle

Position Title: Command Chaplain				Immediate Supervisor Name: Captain Heather Walton		Full-Time <input checked="" type="checkbox"/>
Employer: United States Navy				[REDACTED]		Part-Time <input type="checkbox"/>
Mailing Address: 5510 Cbc 8th Street				Title [REDACTED]		Summer <input type="checkbox"/>
City & State/ZIP: Gulfport, MS 39501				Commanding Officer		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (228) 871-2531				Supervisor's Telephone No.: AC (228) 871-2531		Give average # of hours worked per week if part-time:
Starting Date		Leaving Date		Current/ Final Salary	Technical <input type="checkbox"/>	
Mo.	Day	Yr.	Mo.	Day	Yr.	
01	19	2003	09	30	2015	\$ 7000.00
				Non-Managerial <input checked="" type="checkbox"/>		If supervisory, number of employees you supervised:
				Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

-Pastoral Care and specialized visits for all Navy, Army and Air Force staff and students
-Hospital Chaplain in Iraq (Al Asad and Fallujah)
-Mortuary Affairs Chaplain in Iraq (Al Asad and Fallujah)
-Public Affairs Officer / Community Service Coordinator
-Suicide Prevention Program Coordinator

< Do NOTICE what was redacted, his experience in pastoral care for the Navy, Army and Air Force ... hospital, death, and public affairs ...

>> Tell me, what was the AGENDA of the person for ILLEGALLY redacting that?
>> Johnson retired making more than the Manager III over the Manager of Chaplaincy who is over the Reg. Chap. Rose, who manipulated the documents of Adaway.

Specific reason for leaving: [REDACTED]

His reason for leaving:
20 years in military

(0909)

Position Title: Unloader							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer: FedEx							John		Part-Time <input checked="" type="checkbox"/>
Mailing Address: 5620 West Lower Buckeye Road							Title		Summer <input type="checkbox"/>
City & State/ZIP: Phoenix, AZ 85043							Mid-shift manager		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (888) 465-5643							Supervisor's Telephone No.:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	AC (888) 465-5643	
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>		
07	15	2002	11	20	2002		Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:
 Unloading trucks with the ability to lift up to 75lbs. and communicate effectively in often-noisy surroundings

Specific reason for leaving: [REDACTED] and became a chaplain

Position Title: Custodian and Minister in Training							Immediate Supervisor Name:		Full-Time <input checked="" type="checkbox"/>
Employer: Imani Community Church							Rev. Dr. George Cummings		Part-Time <input type="checkbox"/>
Mailing Address: 3300 Macarthur Blvd							Title		Summer <input type="checkbox"/>
City & State/ZIP: Oakland, CA 94602							Senior Pastor		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (510) 531-5411							Supervisor's Telephone No.:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	AC (510) 531-5411	
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>		
08	25	1999	05	26	2002		Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Cleans the sanctuary thoroughly after services, including vacuuming, cleaning out the aisles of programs or paper left behind, wiping down the pews and altar, and removing any wax buildup from the altar candles.
- Wipes down windows, including stained glass, at least once a week.
- Empties the wastebaskets in the sanctuary and removes any other debris in communal areas.
- Wipes down and disinfects the kitchen weekly and after any events.
- Throws out any expired food that is left behind in cabinets or refrigerators.
- Sets up rooms for meetings, events, or conferences, including stacking chairs, making tables available, and arranging audio visual equipment as needed.
- Scrubs restrooms once a week and spot cleans every day.
- Keeps all restrooms stocked with toilet paper, paper towels, and soap.
- Orders supplies as needed and in accordance with the allotted budget.
- Replaces broken or burned out light fixtures as needed.
- Attends large events such as weddings and funerals to provide ongoing custodial duties and stays after to clean up.

Specific reason for leaving: Seminary Graduation and Relocation

Position Title: Custodian Employer: First Institutional Baptist Church Mailing Address: 1141 East Jefferson Street City & State/ZIP: Phoenix, AZ 85034 Employer's Telephone No.: AC (602) 258-1998						Immediate Supervisor Name: Lemuel Cannon Title Executive Minister Supervisor's Telephone No.: AC (602) 258-1998		Full-Time <input checked="" type="checkbox"/> Part-Time <input type="checkbox"/> Summer <input type="checkbox"/> Temp/Project <input type="checkbox"/> Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	If supervisory, number of employees you supervised:
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>	
01	08	1999	08	01	1999		Supervisory/Managerial <input type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Cleans the sanctuary thoroughly after services, including vacuuming, cleaning out the aisles of programs or paper left behind, wiping down the pews and altar, and removing any wax buildup from the altar candles.
- Wipes down windows, including stained glass, at least once a week.
- Empties the wastebaskets in the sanctuary and removes any other debris in communal areas.
- Wipes down and disinfects the kitchen weekly and after any events.
- Throws out any expired food that is left behind in cabinets or refrigerators.
- Sets up rooms for meetings, events, or conferences, including stacking chairs, making tables available, and arranging audio visual equipment as needed.
- Scrubs restrooms once a week and spot cleans every day.
- Keeps all restrooms stocked with toilet paper, paper towels, and soap.
- Orders supplies as needed and in accordance with the allotted budget.
- Replaces broken or burned out light fixtures as needed.
- Attends large events such as weddings and funerals to provide ongoing custodial duties and stays after to clean up.

Specific reason for leaving: Relocation to seminary

Position Title: Customer Care Representative Employer: AT&T Customer Care Center Mailing Address: 4722 East Ray Road City & State/ZIP: Phoenix, AZ 85044 Employer's Telephone No.: AC (480) 753-0815						Immediate Supervisor Name: Jim Schatt Title Manager Supervisor's Telephone No.: AC (480) 753-0815		Full-Time <input type="checkbox"/> Part-Time <input type="checkbox"/> Summer <input type="checkbox"/> Temp/Project <input type="checkbox"/> Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	If supervisory, number of employees you supervised:
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>	
09	01	1995	01	01	1999		Supervisory/Managerial <input type="checkbox"/>	

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Data Entry Clerk
- Collections Specialist

Specific reason for leaving: Better Employment Opportunity

Position Title: Office Manager							Immediate Supervisor Name:		Full-Time <input checked="" type="checkbox"/>
Employer: Valley Christian Centers, Inc.							Clarence White		Part-Time <input type="checkbox"/>
Mailing Address: 1325 West Hadley Street							Title		Summer <input type="checkbox"/>
City & State/ZIP: Phoenix, AZ 85007							Executive Director		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (602) 258-5163							Supervisor's Telephone No.:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	AC ()	
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>		
02	01	1995	08	01	1995		Supervisory/Managerial <input checked="" type="checkbox"/>		
							If supervisory, number of employees you supervised:		2

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- Maintained office services by organizing office operations and procedures; reviewing time cards; controlling correspondence; designing filing systems; reviewing and approving supply requisitions; assigning and monitoring clerical functions.
- Kept management informed by reviewing and analyzing special reports; summarizing information; identifying trends.
- Maintained office staff job results by coaching, counseling, and disciplining employees; planning, monitoring, and appraising job results.

Specific reason for leaving: Better Employment Opportunity with Better Benefits

Position Title: Inventory Control Specialist							Immediate Supervisor Name:		Full-Time <input checked="" type="checkbox"/>
Employer: California State Assembly Warehouse							William Eberhart		Part-Time <input type="checkbox"/>
Mailing Address: 3865 Channel Drive							Title		Summer <input type="checkbox"/>
City & State/ZIP: West Sacramento, CA 95691							Manager		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (916) 319-3670							Supervisor's Telephone No.:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/ Final Salary	Technical <input type="checkbox"/>	AC ()	
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input checked="" type="checkbox"/>		
05	01	1993	12	19	1994		Supervisory/Managerial <input type="checkbox"/>		
							If supervisory, number of employees you supervised:		1

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

- In charge of managing product or company resources
- enter data on parts held by the company and those shipped to other organizations into relevant databases
- recognize and resolve quantity discrepancies, make quantity reports, create request tickets as needed, and prepare extensive quantitative statements that help with inventory control duties
- participate in company meetings and provide recommendations on how to make inventory control responsibilities more efficient

Specific reason for leaving: Relocation

Position Title: [REDACTED]							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer: [REDACTED]							Title		Part-Time <input type="checkbox"/>
Mailing Address:							Supervisor's Telephone No.:		Summer <input type="checkbox"/>
City & State/ZIP: [REDACTED]							AC ()		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC ()							If supervisory, number of employees you supervised:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/Final Salary	Technical <input checked="" type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>		
[REDACTED]							Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

[REDACTED]

Specific reason for leaving: Relocation, [REDACTED]

Position Title:							Immediate Supervisor Name:		Full-Time <input type="checkbox"/>
Employer:							Title		Part-Time <input type="checkbox"/>
Mailing Address:							Supervisor's Telephone No.:		Summer <input type="checkbox"/>
City & State/ZIP:							AC ()		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC ()							If supervisory, number of employees you supervised:		Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/Final Salary	Technical <input type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.		Non-Managerial <input type="checkbox"/>		
[REDACTED]							Supervisory/Managerial <input type="checkbox"/>		

Summary of experience including special training/skills/qualifications you have used in the performance of this job:

Specific reason for leaving:

Joseph Daniel Johnson

Education M.Div. – Church Ministry American Baptist Seminary of the West, Berkeley, CA 2002

B.S. – Management, HR Grand Canyon University, Phoenix, AZ 2002

Clinical Pastoral Education 2006-2009 - 14 months of Clinical Supervision in practicing listening, attending and caring skills in individual and group work

Ordination National Baptist Convention; Ecclesiastical Endorser-Dr. Neylon Mitchell, Jr.

Work History

March 1993 - December 2002 Civilian Employment (see below)

- [REDACTED]
-Resiliency training, suicide prevention training and Personal Growth for all [REDACTED] person

- [REDACTED]
-Pastoral care and specialized visits for all [REDACTED] and students

- [REDACTED]
-Pastoral care and specialized visits for 53 Units [REDACTED]

- Critical Incident Stress Management Team
- Casualty Assistance Calls [REDACTED]

Notice what they illegally redact here ...

.....
Oh, I could have wasted more time appealing that too.

...
They don't want REAL experience showing.

- [REDACTED]
-Pastoral care and specialized visits for [REDACTED]
[REDACTED]
-Pastor of Gospel Worship Service
-Diversity Committee
- [REDACTED]
[REDACTED]
[REDACTED]
-Family and Child Case Review Committee
-Sexual Assault Victims Intervention Program Representative
- [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
- March 1993-December 2002: Civilian Employment
-California State Assembly, Inventory Control Specialist
-Valley Christian Centers, Inc., Office Manager
-AT&T, Data Entry Specialist / Collections Specialist
- [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Notice what they illegally redact here ...
.....
Oh, I could have wasted more time appealing that too.
...
They don't want REAL experience showing.

Special Skills Experience teaching civilian and [REDACTED] family members.
Computer Knowledge: Microsoft Word, Excel, PowerPoint, and Outlook.
Certifications: SafeTALK and Myers-Briggs Type Indicator (MBTI).

Fax

To: Ms. Karen Miller **From:** [REDACTED]
Fax: 936-437-2843 **Pages:**
Phone: 936-437-2840 **Date:** Tue - 16 August 2016
Re: Chaplain VJOB POSTING NO: 044140GG cc:

Urgent: **For Review** **Please Comment** **Please Reply** **Please Recycle**

Ms. Miller,

Mr. Harold Green of Work Force Solutions-Beaumont assisted me with faxing my application earlier today. I failed to include my ecclesiastical endorser's letter. Please pardon my bombarding you with documentation.

Thank you for your consideration.

Humbly submitted, JJ

[REDACTED]

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INCORPORATED 1915
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Ms. Florence Jean Wright
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FJW48@aol.com

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Sis. Linda Washington

West Virginia Field Worker
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Dr. Jerry Young, President

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Website:

www.nationalbaptist.com

**Office of the
Ecclesiastical Endorser**

Dr. Nevalon Mitchell, Jr.
Nevalonmitchelljr@gmail.com



**8414 Church Lane
Bowie, MD 20720**

**301-801-2128 – Cell
301-809-6025 – Home
301-809-0464 – Fax**

May 9, 2016

To Whom It May Concern:

The National Baptist Convention, USA, Inc. proudly endorses Chaplain Joseph D. Johnson, Sr. as highly qualified to fulfill the spiritual and clinical challenges for the position of Federal Prison Chaplain. Chaplain Johnson has demonstrated excellence in dedication, ministry, and people skills in the Navy and the community consistent with the highest tradition of The National Baptist Convention. We are pleased to endorse and support Chaplain Johnson for the Federal Prison Chaplaincy.

If you have any questions regarding this or any other matter, please do not hesitate to contact me.

Yours because of Calvary.


Dr. Nevalon Mitchell, Jr.
Endorser

Cc: 

26 August 2016

To: The Department of Justice (or other potential employer)

Without hesitancy I can confidently say that you need Chaplain Joseph Daniel Johnson on your ministry team in order to enhance your level of excellence and to increase quality innovative ministry delivered to a wide range of personality types and faith perspectives. He is highly resourceful, consistently providing ministry materials from multiple technological platforms.

In my 30 years as a [REDACTED] JJ Johnson stands out as the shining star of ministerial team leaders with whom I served. I personally observed, supervised and mentored Chaplain Johnson as he was assigned with [REDACTED]. I saw the transformative impact he had on [REDACTED] in preparation, during [REDACTED]. Chaplain Johnson was always a patient listener and careful analyzer of concerns and solidly insightful in the life guidance he provided. Biblical principles are his solid ground yet he was highly effective and inclusive in encouraging hope and healing to others treading different spiritual paths. His ministry was so dynamic that after [REDACTED] his [REDACTED] requested he [REDACTED]. Because he was committed to continuous care for his fold he agreed and excelled during [REDACTED].

JJ and I stayed in touch as mentor/mentee and friends during his [REDACTED]. When I met persons from those [REDACTED] I continued to hear stories of his integrity, confidentiality, compassion, vigorous worship services and reliable counsel. It is with great joy that I give my highest recommendation for Joseph Daniel Johnson. His life experiences, specialized training and skill sets will be an asset to the staff, inmates and families affiliated with the Justice Department.

Sincerely,

[REDACTED]

Director, Human Resources and Director of Oral Learning

[REDACTED]

Dr. Paul W. Becker, President and Founder

[REDACTED]

HEADQUARTERS

[REDACTED]

[REDACTED]

24 August 2016

MEMORANDUM TO WHOM IT MAY CONCERN

Subj: Letter of Recommendation for Joseph Daniel Johnson

1. This letter is to enthusiastically recommend Joseph Daniel "JJ" Johnson for employment.
 2. I have known JJ since November 2015 and worked with him at [REDACTED]. During his time in [REDACTED] I was the [REDACTED]. As the [REDACTED] I took an active role in working with all [REDACTED] including JJ. I watched JJ thrive in an austere, isolated [REDACTED], restarting a defunct personal resiliency retreat program and leading multiple suicide prevention workshops. JJ has superb people skills, works hard, and cares for all, regardless of race, religion, nationality, ethnicity, sexual orientation, or gender. I would gladly work with him again.
 3. If you have any questions or need further information, you may contact me via email [REDACTED] or phone [REDACTED]. Thank you.
- [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

August 26, 2016

To Whom It May Concern:

It is my extreme pleasure to provide this letter of reference on behalf of Chaplain Joseph D. Johnson (J.J.), a close personal and professional friend, for employment with your institution. I am a [REDACTED] [REDACTED] where Joseph was an influential member of my staff for two years from [REDACTED] as my [REDACTED]

J.J. is the consummate professional! He's discreet, loyal, dedicated, personable and tremendously conscientious. His influence was immeasurable as a [REDACTED] for a [REDACTED] with a throughput of over 6000 students annually, each coming from extremely diverse backgrounds bringing with them a myriad of personal, professional and spiritual problems. He provided spiritual guidance and mentorship to assist them in their transition to a [REDACTED] Where he excelled the most was when working with those students who had made poor choices, or came from backgrounds filled with struggles and hardship. The faith he instilled helped them immensely in overcoming the trials they faced and put them on a positive track. These same attributes are what would make him ideally suited for a position as a Chaplain for your institution.

I have no doubt J.J. would be an asset to any organization, and I highly recommend him as a member of your institution. If you would like to discuss this reference further, please do not hesitate to contact me at [REDACTED] or via e-mail at [REDACTED]

Respectfully yours,

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

~~Chaplain I~~

Chap 11 - need copies of
CPE

Rehabilitation Programs Division Screening Form		Date Screened: 8/22/16
Name	Maness, Michael G	
Education <u>CHEA</u> USDE	D Min	
Veteran's Preference	✓	
Foster Child Preference	X	
Retiree	✓	
Endorsement	✓	

1. Bachelor's degree from a seminary or university accredited by an organization recognized by Council for Higher Education Accreditation (CHEA) or by the United States Department of Education (USDE). Major course work in Ministry, Divinity, Religious Studies, a Behavioral Science, or a related field

or

graduation from an accredited senior high school or equivalent or GED and four years full-time, wage-earning ministerial experience or equivalent with documentation from supervising clergy. Thirty semester hours from a seminary or university accredited by the CHEA or by the USDE may be substituted for one year of experience on a year-for-year basis.

2. Must possess a written ecclesiastical endorsement by the applicable religious authority

Total Job Related Experience

Job #	Qualifying Experience	Years	Months	Days
1	Chaplain 11 - Polunsky		4	30
2	Chaplain 11 - Lewis	19	1	29
3	Chaplain Intern			
4				
5				
6				
7				
8				
9				
10				
11				
12				
Total		19	6	29

Qual



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

For State Agency Use Only

Date received 8/11/16
Time received _____
Received by [Signature]

Job Applicant No. _____

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application form completely. If questions are not applicable, enter "NA." **Do not leave questions blank.** Be sure to sign when completed. The State of Texas is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. You may make copies of this application and enter different position titles, but **each copy must be signed.** **Resumes will not be accepted in lieu of applications,** unless specifically stated in the job vacancy notice. This application becomes public record and is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Maness Michael Glenn AC (409) 383-4671
(Last) (First) (Middle) (Daytime Phone)
MAILING ADDRESS 804 N. Beech Woodville TX 75979 USA AC (409) _____
(Street) (City) (State) (Zip) (Country) (Work Phone, Optional)
E-MAIL ADDRESS cell: MGManess3@gmail.com and home: Maness3@att.net

List any other names used if different from name on this application. xxx

List exact title of position or type of work and location for which you wish to apply: <u>Chaplain II</u>	Job Posting Number <u>045140GG</u>	Closing Date <u>8-18-16</u>
List the state agency with which you wish to apply: <u>TDCJ</u>	Do you have any relatives working for this agency? If so, list names and relationships: <u>no</u>	

Full-Time ☒ Part-Time ☐ Summer ☐ Temp/Project ☐ Date available for work? anytime Are you at least 17 years of age? Yes ☒ No ☐

Are you willing to work hours other than 8-5? Yes ☒ No ☐

What days are you unable to work? any

Are you willing to Travel? Yes ☒ No ☐ If yes, what percent of time? 10%

Current Driver's License # (if required for position) TX [Redacted] Commercial Driver's License Yes ☐ No ☒
(State) (Number)

Geographic preference. (Be specific to city/area. If no preference, write "statewide.") East - Jasper Unit

Have you ever been convicted of a felony or subjected to deferred adjudication on a felony charge? Yes ☐ No ☒ If your answer is "Yes," explain in concise detail on a separate page, giving dates and nature of the offense, name and location of the court, and disposition of the case(s). A conviction may not disqualify you, but a false statement will. Note: Some state agencies may require additional information related to convictions of misdemeanors.

EDUCATION (NOTE: Applicants may be required to provide proof of diploma, degree, transcripts, licenses, certifications, and registrations.)

High School Graduate or GED? Yes ☒ No ☐ If yes, name and location of high school or GED institute: Campbell HS, Campbell Texas

Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		From		To						
		Mo.	Yr.	Mo.	Yr.					
Undergraduate Colleges or Universities	Parish Junior Coller		75		75			3hrs		none at time
	Criswell College, Dallas	01	78	05	85	05-1985		150 hrs	B.A.	Counseling
Graduate Schools	Southwestern Seminary, FW	09	85	05	90	05-1990		84	M.Div.	Theology
	New Orleans Seminary, LA	01	95	05	97	05-1997		40 hrs	D.Min.	Pastoral Care
Technical or Vocational Schools	Shannon Hospital	06	91	06	92	06-1992		1600 hrs	Internship	CPE Clinical

[Handwritten signature]

AN EQUAL OPPORTUNITY EMPLOYER

If a license, certificate, or other authorization is required or related to the position for which you are applying, complete the following:

LICENSE/CERTIFICATION (P.E., R.N., Attorney, C.P.A., etc.)	Date issued	Date expires	Issued by/Location of issuing authority (State or other authority) (City & State)	License No.
Certified Corr. Chaplain	1995	2012	American Correctional Chaplaincy Assoc.	

Special Training/Skills/Qualifications: List all job related training or skills you possess and machines or office equipment you can use, such as calculators, printing or graphics equipment, computer equipment, types of software and hardware. (Attach additional page, if necessary.)

Proficient in all MS Office programs, Word, Excel, PowerPoint, Frontpage, Web Expressions

Auxilliary training in Post Traumatic Stress, Crisis Counseling, Bereavement Counseling, see resume

Approximately how many words per minute do you type? 50-70

Sign Language (If required for this position) Yes ☐ No ☒

Are you a certified interpreter? Yes ☐ No ☒

Do you speak a language other than English? (If required for this position) Yes ☐ No ☒

If yes, what language(s) do you speak? _____

How fluently? Fair ☐ Good ☐ Excellent ☐

Do you write in a language other than English? (If required for this position) Yes ☐ No ☐

If yes, which language(s) _____

Have you ever been employed by the State of Texas? Yes ☒ No ☐

Are you currently employed by the State of Texas? Yes ☐ No ☒

If you have been previously employed by the State of Texas, list the agency/agencies:

TDCJ Chaplain from 1993-2012, retired ... :)

FORMER FOSTER YOUTH (Verification may be required.)

Were you a foster youth under the Texas Department of Family and Protective Services on the day before your 18th birthday? Yes ☐ No ☒

If yes, are you currently 25 years of age or younger? Yes ☐ No ☒

MILITARY SERVICE (A copy of a report of separation from the Armed Services may be required.)

Are you a veteran? Yes ☒ No ☐ If yes, list type of discharge status General - Honorable

Dates of Service (From/To): 06-1974 to 12-1974

Are you a surviving spouse of a veteran who has not remarried? Yes ☐ No ☒ Are you a surviving orphan of a veteran? Yes ☐ No ☒

If yes, complete dates of service for veteran _____

PLEASE READ THE FOLLOWING STATEMENTS CAREFULLY AND INDICATE YOUR UNDERSTANDING AND ACCEPTANCE BY SIGNING IN THE SPACE PROVIDED.

1. I certify that all the information provided by me in connection with my application, whether on this document or not, is true and complete, and I understand that any misstatement, falsification, or omission of information may be grounds for refusal to hire or, if hired, termination.
2. I understand that as a condition of employment, I will be required to provide legal proof of authorization to work in the U.S.
3. I understand that the State of Texas requires all males who are 18 through 25 and required to register with the Selective Service, to present either proof of registration or exemption from registration upon hire.
4. I understand that some state agencies will check with the Texas Department of Public Safety, the Federal Bureau of Investigation or other organizations, for any criminal history in accordance with applicable statutes.
5. I authorize any of the persons or organizations referenced in this application to give you any and all information concerning my previous employment, education, or any other information they might have, personal or otherwise, with regard to any of the subjects covered by this application, and I release all such parties from all liability from any damages which may result from furnishing such information to you.

THIS APPLICATION MUST BE SIGNED SIGN HERE:

X

[Signature] 8-15-16
Signature - Applicant Date

EMPLOYMENT HISTORY

This information will be the official record of your employment history and must accurately reflect all significant duties performed. Summaries of experience should clearly describe your qualifications.

1. Include ALL employment. Begin with your current or last position and work back to your first. Employment history should include **each position** held, even those with the same employer.
2. **EMPLOYER ADDRESSES MUST BE COMPLETE MAILING ADDRESSES, INCLUDING ZIP CODE.**
3. Answer all questions and completely summarize your experience including technical and managerial responsibilities and any special training, skills and qualifications for each position you have held.

If you need additional space to adequately describe your employment history, you may use this employment history sheet or attach a typed employment history providing the same information in the same format as this application form.

Name: Maness Michael Glenn
Last First Middle

Position Title: Chaplain II Employer: Polunsky Unit Mailing Address: 3872 FM 350 South City & State/ZIP: Livingston, TX 77351 Employer's Telephone No.: AC (936)967-8082							Immediate Supervisor Name: Tim Simmons Title: Warden		Full-Time <input checked="" type="checkbox"/> Part-Time <input type="checkbox"/> Summer <input type="checkbox"/> Temp/Project <input type="checkbox"/>																									
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3">Starting Date</th> <th colspan="3">Leaving Date</th> <th>Current/ Final Salary</th> <th>Technical</th> </tr> <tr> <th>Mo.</th><th>Day</th><th>Yr.</th> <th>Mo.</th><th>Day</th><th>Yr.</th> <th></th> <th></th> </tr> <tr> <td>06</td><td>01</td><td>2012</td> <td>10</td><td>31</td><td>2012</td> <td>\$45k</td> <td><input checked="" type="checkbox"/></td> </tr> </table>							Starting Date			Leaving Date			Current/ Final Salary	Technical	Mo.	Day	Yr.	Mo.	Day	Yr.			06	01	2012	10	31	2012	\$45k	<input checked="" type="checkbox"/>	Supervisor's Telephone No.: AC (936) 8082		Give average # of hours worked per week if part-time: 40hrs	
Starting Date			Leaving Date			Current/ Final Salary	Technical																											
Mo.	Day	Yr.	Mo.	Day	Yr.																													
06	01	2012	10	31	2012	\$45k	<input checked="" type="checkbox"/>																											
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Management of religious volunteers and programs for 2200+ inmates, including networking with all of the department heads and a good portion of the religious community at large. I work with nearly all of staff to some degree, available to all offenders as crises arise, and hundreds upon hundreds of family members in their crises. This included minimum, medium, high security and death row inmates. I sat on execution final interview as spiritual advisor and worked with other fulltime to help all programs run smoothly.																																		
Specific reason for leaving: Retired																																		
Position Title: Chaplain II Employer: Gib Lewis Unit Mailing Address: 777 FM 3497 City & State/ZIP: Woodville, TX 75990 Employer's Telephone No.: AC (409)283-8181							Immediate Supervisor Name: Gary Hunter Title: Warden		Full-Time <input checked="" type="checkbox"/> Part-Time <input type="checkbox"/> Summer <input type="checkbox"/> Temp/Project <input type="checkbox"/>																									
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th colspan="3">Starting Date</th> <th colspan="3">Leaving Date</th> <th>Current/ Final Salary</th> <th>Technical</th> </tr> <tr> <th>Mo.</th><th>Day</th><th>Yr.</th> <th>Mo.</th><th>Day</th><th>Yr.</th> <th></th> <th></th> </tr> <tr> <td>04</td><td>01</td><td>1993</td> <td>05</td><td>30</td><td>2012</td> <td>\$45k</td> <td><input checked="" type="checkbox"/></td> </tr> </table>							Starting Date			Leaving Date			Current/ Final Salary	Technical	Mo.	Day	Yr.	Mo.	Day	Yr.			04	01	1993	05	30	2012	\$45k	<input checked="" type="checkbox"/>	Supervisor's Telephone No.: AC (409) 283-8181		Give average # of hours worked per week if part-time: 40hrs	
Starting Date			Leaving Date			Current/ Final Salary	Technical																											
Mo.	Day	Yr.	Mo.	Day	Yr.																													
04	01	1993	05	30	2012	\$45k	<input checked="" type="checkbox"/>																											
Summary of experience including special training/skills/qualifications you have used in the performance of this job: Management of religious volunteers and programs for 2200+ inmates, including networking with all of the department heads and a good portion of the religious community at large. I work with nearly all of staff to some degree, available to all offenders as crises arise, and hundreds upon hundreds of family members in their crises. This included minimum, medium, and high security inmates. Was on the TDCJ Post Trauma Treatment Team since its inception and led local ministerial alliance for about 20 years.																																		
Specific reason for leaving: RETIRED																																		

Name: **Maness** **Michael** **Glenn**
 Last First Middle

Position Title: PSE Postmaster						Immediate Supervisor Name: Ray White		Full-Time <input type="checkbox"/>
Employer: United States Post Office						Title: Postmaster, Woodville		Part-Time <input checked="" type="checkbox"/>
Mailing Address: P.O. 9998						Supervisor's Telephone No.: AC (409) 283-2191		Summer <input type="checkbox"/>
City & State/ZIP: Doucette, Texas						If supervisory, number of employees you supervised:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)283-2664								Give average # of hours worked per week if part-time: 24hrs
Starting Date			Leaving Date			Current/	Technical	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	
08	01	2014				\$18k	Supervisory/Managerial	<input type="checkbox"/>

Summary of experience including special training/skills/qualifications you have used in the performance of this job: Run Doucette Post Office in all capacities, from mail distribution, sales, ordering, opening and closing accounting, managing and sales of Post Office Boxes; this is a one-person post office, and management included meeting all USPS codes for first-class, priority, express, and international mail and shipments; all OSHA standards, security of mail and accounting, security of computer and credit card machine and accounting, security of mail receipt and delivery, etc.

Specific reason for leaving:

Position Title: Reporter/Writer						Immediate Supervisor Name: Jim Powers		Full-Time <input type="checkbox"/>
Employer: Tyler County Booster Newspaper						Title: Editor		Part-Time <input checked="" type="checkbox"/>
Mailing Address: 200 W. Bluff						Supervisor's Telephone No.: AC (409) 283-2516		Summer <input type="checkbox"/>
City & State/ZIP: Woodville, TX 75979						If supervisory, number of employees you supervised:		Temp/Project <input type="checkbox"/>
Employer's Telephone No.: AC (409)283-2516								Give average # of hours worked per week if part-time:
Starting Date			Leaving Date			Current/	Technical	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-Managerial	
01	??	2001				\$125m	Supervisory/Managerial	<input type="checkbox"/>

Summary of experience including special training/skills/qualifications you have used in the performance of this job: Reporter for newspaper with regular beat of covering council meetings for cities of Chester and Colmesneil and ISD board meetings for Chester and Colmesneil that meet each month, and sometimes for special meetings, and wrting articles and taking photos. Plus, my favorite and where I started, writing feature and human interest stories, especially rather long biographical features of persons in Tyler County. To date I have written about 200 articles that were published, with about 75 feature stories, about 75 articles making frontpage. The 51 biographical pieces were under my byline of Message in a Bottle, focusing upon those 65-70 years old and up, which I also post after publication on my domain at www.PreciousHeart.net/message. Don't make a lot, but they are fun and really bless the families in the area ... first few published by them were for free, just a love of people, seniors with STORIES to tell.

Specific reason for leaving: have not left

Position Title: College Instructor						Immediate Supervisor Name: Dr. Frederick Kanke		Full-Time	
Employer: Angelina College						Title: Professor – Community		Part-Time <input checked="" type="checkbox"/>	
Mailing Address: P.O. Box 1768								Summer <input type="checkbox"/>	
City & State/ZIP: Lufkin, Texas 75902								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (936) 633-5206						Supervisor's Telephone No.:same		Give average # 2-3	
Starting Date			Leaving Date			Current/		Technical <input type="checkbox"/>	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary		Non-Managerial	
02	01	2009	01	01	2016	\$100/mth		Supervisory/Managerial <input checked="" type="checkbox"/>	
						AC (915) 655-4244		If supervisory, number of employees you supervised:	

Summary of experience:

Teaching classes for the community services division of Angelina College. Taught last semester Introduction to Microsoft Office 2007. This semester have lined up three classes for 2009, in succession, starting on September 16 and each Wednesday night through December: (1) Introduction to Computers, 4 nights; (2) Introduction to Microsoft Office 2007, 4 nights; and (3) Listening & Empathy Skills, 5 nights.

Specific reason for leaving: no reason, just too busy ... not a lot show sometimes

Position Title: Writer						Immediate Supervisor Name: Kelli Barnes		Full-Time	
Employer: Tyler County Booster Newspaper						Title: General Manager		Part-Time <input checked="" type="checkbox"/>	
Mailing Address: 205 W. Bluff								Summer <input type="checkbox"/>	
City & State/ZIP: Woodville, TX 75979								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (936) 633-5206						Supervisor's Telephone No.:same		Give average # 4-8	
Starting Date			Leaving Date			Current/		Technical <input checked="" type="checkbox"/>	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary		Non-Managerial	
04	01	2001				\$25/Article		Supervisory/Managerial	
						AC (409) 283-2516		If supervisory, number of employees you supervised:	

Summary of experience:

Reporter for newspaper with regular beat of covering council meetings for cities of Chester and Colmesneil and ISD board meetings for Chester and Colmesneil that meet each month, and sometimes for special meetings, and wrting articles and taking photos. Plus, my favorite and where I started, writing feature and human interest stories, especially rather long biographical features of persons in Tyler County. To date I have written about 200 articles that were published, with about 75 feature stories, about 75 articles making frontpage. The 51 biographical pieces were under my byline of Message in a Bottle, focusing upon those 65-70 years old and up, which I also post after publication on my domain at www.PreciousHeart.net/message. Don't make a lot, but they are fun and really bless the families in the area ... first few published by them were for free, just a love of people, seniors with STORIES to tell.

Specific reason for leaving: have not left

Position Title: Inspector, Ethicon – Johnson-Johnson Company						Immediate Supervisor Name: Jan Strom		Full-Time <input checked="" type="checkbox"/>	
Employer: Kelly Temporaries						Title: Supervisor		Part-Time <input type="checkbox"/>	
Mailing Address:								Summer <input type="checkbox"/>	
City & State/ZIP: San Angelo, TX								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC ()						Supervisor's Telephone No.:		Give average #	
Starting Date			Leaving Date			Current/		Technical <input type="checkbox"/>	
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary		Non-Managerial <input checked="" type="checkbox"/>	
07	??	1992	03	31	1993	\$850/mth		Supervisory/Managerial	
						AC (915) 655-4244		If supervisory, number of employees you supervised:	

Summary of experience:

General inspection of sutures by company standards and for statistical quality control

Specific reason for leaving: Acceptance into TDCJ

Position Title: Chaplain Intern						Immediate Supervisor Name: John Crow		Full-Time <input checked="" type="checkbox"/>	
Employer: Shannon Hospital						Title: Senior Clinical Chaplain		Part-Time <input type="checkbox"/>	
Mailing Address: 129 E. Harris								Summer <input type="checkbox"/>	
City & State/ZIP: San Angelo, TX 76902								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (915) 653-6741						Supervisor's Telephone No.: AC () same		Give average # of hours worked per week if part-time:	
Starting Date			Leaving Date			Current/	Technical <input checked="" type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial <input type="checkbox"/>	If supervisory, number of employees you supervised:	
06	10	91	06	06	91	\$1000/mth	Supervisory/Managerial <input type="checkbox"/>		

Summary of experience:

Provided pastoral care and crisis counseling to staff and patients of large hospital, included networking with the community, staff, staff family, patients and their families, including on-call emergency room rotation that dealt with crisis intervention to victims and families from gunshot wounds, auto accidents, heart trauma, and death.

This was a certified program under the auspices of the Association of Clinical Pastoral Education out of Decatur, GA

Specific reason for leaving: Contract completed

Position Title: Caseworker/Investigator						Immediate Supervisor Name: Jackie Cuzzo		Full-Time <input checked="" type="checkbox"/>	
Employer: Texas Dept. Human Services, Child Protective Services						Title: CPS Supervisor		Part-Time <input type="checkbox"/>	
Mailing Address: 2700 Ben								Summer <input type="checkbox"/>	
City & State/ZIP: Fort Worth, Texas 76103								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (817) 534-1002						Supervisor's Telephone No.: AC () same		Give average # of hours worked per week if part-time:	
Starting Date			Leaving Date			Current/	Technical <input checked="" type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial <input type="checkbox"/>	If supervisory, number of employees you supervised:	
12	01	1990	05	?	1991	\$1600mth	Supervisory/Managerial <input type="checkbox"/>	4	

Summary of experience:

Part of an eight member team that investigated child abuse in and around Tarrant and Dallas Counties, one of the larger CPS offices in the state, and carried a caseload of parents and child in various levels supervision and care, processed family maintenance plans, investigated child abuse, and worked with foster homes and other crisis shelters.

Supervised 4 office staff in conjunction with other investigators.

Specific reason for leaving: dismissed – just was not good at relating to abusers of a child

Position Title: Security Officer						Immediate Supervisor Name: Marilyn Davis		Full-Time <input checked="" type="checkbox"/>	
Employer: Smith Protective						Title: Supervisor		Part-Time <input type="checkbox"/>	
Mailing Address: 3003 Shots								Summer <input type="checkbox"/>	
City & State/ZIP: Fort Worth, Texas, 76117								Temp/Project <input type="checkbox"/>	
Employer's Telephone No.: AC (817) 332-7981						Supervisor's Telephone No.: AC () same		Give average # of hours worked per week if part-time:	
Starting Date			Leaving Date			Current/	Technical <input type="checkbox"/>		
Mo.	Day	Yr.	Mo.	Day	Yr.	Final Salary	Non-managerial <input type="checkbox"/>	If supervisory, number of employees you supervised:	
08	?	1985	12	?	1991	\$	Supervisory/Managerial <input checked="" type="checkbox"/>	3-5	

Summary of experience:

For the latter four, I posted at the Fort Worth City Hall and Public Safety Building, downtown Fort Worth, where Smith Protective provided security for those two buildings and parking garage; I was the lead officer there for four years, and trained and supervised all of the officers that came and went for those three positions. It involved regular rounds, reports, public relations, and some minor confrontations with free-loaders, and we escorted the female patrons mostly to their vehicles after 5, and sometimes some of the male patrons of the garage from those building, the federal building, and public utility building.

Supervised and trained 4-5 other officers who became assigned to City Hall during time my time there.

Specific reason for leaving: acceptance into the Texas Dept. of Human Services

In addition to those above, I had dozens of jobs from High School (1974) and through college and seminary (1975-1990), sometimes three jobs at a time, like throwing the Dallas Morning News, selling Amway products, all while working my way through school, including my own first business HandWax, hand waxing cars. See attached Resume Supplement for more.

TDCJ and Other Training and Teaching: as noted, I have received most of the training TDCJ has from its own excellent IT services on the computer, and have gone out on my own time for International Critical Incident Stress Foundation, and just about anything else that came along. I could be considered an expert in MS Word, and very knowledgeable in a host of other computer programs.

Community Service: For the last couple of years, as a community service, I have been employed part time with Angelina College as seen above teaching basic computing skills and MS Office skills to local residents. I have been the secretary of our local Woodville Lions Club for 12 years, member for 16, master our my Magnolia Lodge #495, patron of our Eastern Star (largest fraternal society in the world made up of men and women, led by women), member of the Tyler County Chamber of Commerce, Tyler County Art League, and American Legion.

Academic: I am a full member of the Evangelical Theological Society, the largest body of such scholars in the world, and several others including Americans United for Separation of Church and State.

Other Civic Recognitions Not Included: See attached Resume and accompanying documents, listed in the resume, with other achievements, and many of which are not included as not precisely relevant to the position, though could apply. For instance, I have received about two dozen plaques and things, some better than others, for various positions served in community organizations and civic clubs including Toastmasters International, Lions International, several Masonic bodies, and ministry groups that are not conducive to copying (some of which I recycled and renamed to give out to members who served under me in organizations rather than buying new ones).

Web Site: I have been working on my web domain, www.PreciousHeart.net, and sites therein as a resource for the heart for nearly 15 years now, including sections on my eight (8) books, doctoral dissertation, publications, and other unpublished articles, including the largest collection of prison chaplaincy information in the world. Included are several other web sites, like for our local Woodville Lions Club.

Academic Collegiality: at www.PreciousHeart.net/ti is a collaborative effort with some of the top religious scholars (including some CHEA accredited institutional presidents, academic chairs, and major editors of major publishing houses) that I have been hosting and working as **Managing Editor** of *Testamentum Imperium*, International Theological Journal, with the Director Kevauhn Mathis from Trinidad. On the first journal, thirteen articles were collected and published by the esteemed academic publisher Wipf and Stock.

Legislative Leadership: in addition to my skills within TDCJ and civics, I have led statewide legislative efforts, especially in 2000 that secured the first pay group for chaplains (all of them, TDCJ, MHMR, and TYC) in 40 years, and that directly led the restructuring of chaplaincy pay scales shortly thereafter, again a few years ago that secured 25 additional chaplains (both seen in the letter from Honorable Jim McReynolds attached), and most recently this year led the effort that got chaplaincy but back into the budget (including the lead flyer and networking across the state) all on my own time.

Service: I like to serve.

RÉSUMÉ

Michael Glenn Maness
804 N. Beech
Woodville, TX 75979

Maness3@att.net
MGManess3@gmail.com
www.PreciousHeart.net

Cell: 409-383-4671

www.Maness.us

PERSONAL:

Divorced 1993, no children. Interests include the reading, writing, pastoral care, people, cultural interests, woodworking, and exercise with some jogging-walking.

BUSINESS

Michael G. Maness LLC (est. 2006), incorporated under the laws of Texas to handle my books and investments and web site traffic: www.PreciousHeart.net.

CREDENTIALS: ACADEMIC, CERTIFICATIONS, CLINICAL

Bachelor of Arts (counseling major), Criswell College, Dallas, TX: 1978-85.

Master of Divinity (theology major with languages), Southwestern Baptist Theological Seminary, Fort Worth, TX: 1985-90.

Doctor of Ministry, New Orleans Baptist Theological Seminary, New Orleans, LA: 1995-97.

Baptized, Ridgecrest Baptist Church, Greenville, TX, April 1975, surrendered to ministry 1980.

Ordained, Royal Haven Baptist Church, Dallas, TX, 1991.

Suicide/Crisis Intervention Certificate, Concho Valley Suicide/Crisis Hotline, Inc., San Angelo, 1991.

Clinical Pastoral Education, 4 Units/1,600 Hrs, Shannon Hospital, San Angelo, TX: 1991-92.

Endorsement, Chaplaincy Commission, NAMB-SBC, Alpharetta, GA: 1991-2001

Endorsement, Chaplaincy Commission, BGCT, Dallas, TX: 2001-2002.

Endorsement Council on Endorsement, CBF, Atlanta, GA: 2001-present

Certified Correctional Chaplain & Diplomat, ACCA, Brooklyn, NY: 2002-present.

Full Member, Evangelical Theological Society, Lynchburg, VA: 2003-present

Advanced Group Crisis Intervention, International Critical Incident Stress Foundation, Texas Department of State Health Services, Houston, Texas, 2009 (by University of Maryland)

CREDENTIALS: TECHNICAL AND VOCATIONAL

General Discharge, Honorable Conditions, United States Air Force, 1974.

Certificate of Archaeological Participation, Institute of Archaeology, Jerusalem, Israel: Summer, 1983.

Child Protective Services Academy Certificate, Texas Department of Human Services, Training Academy, Dallas, TX: 1990.

CTM Certificate (1990), ATM Certificate (1992), Toastmasters International, Santa Ana, CA.

Suicide/Crisis Intervention Certificate, MHMR, Concho Valley, San Angelo, TX: 1990.

"Prevention of Aggressive Behavior" Seminar, MHMR, Concho Valley, San Angelo, TX: 1990.

"Where Do I Begin," Organ Donor Counseling Seminar, South Texas Organ Bank, San Angelo, TX: February, 1992.

Correctional Officer Certificate, Texas Department of Criminal Justice, Training Academy, Gatesville, TX: April, 1993.

"Ethics Training for Counselors" & "Learning Styles" seminars, Texas Education Agency, Huntsville, TX: October, 1993.

"Racial Sensitivity and Cultural Diversity" (September, 1994), "Satanism and Ritualistic Crimes" (February, 1995), and "Prison Gangs" (March, 1995), "Cultural Diversity and Civil Rights" (August, 1996) seminars, Angelina Criminal Justice Center.



RÉSUMÉ ~ M. G. MANESS, CONTINUED

“Seven Habits of Highly Effective People,” Covey Leadership Center Extension Seminar, TDCJ Stiles Unit, David Stacks, Beaumont, TX: July, 1995.

“Post Trauma Treatment Training,” Texas Department of Criminal Justice, Jester 1 Unit, Sugarland, TX: February 1996; Huntsville 1997, 1998, 1999, 2000, 2001, 2002.

“Sexual Assault Advocate Training,” Texas Department of Criminal Justice, Huntsville, 2001: in cooperation with the Texas Association Against Sexual Assault (www.taasa.org) and Sexual Assault Prevention and Crisis Services (Office of the Attorney General).

“Life Threat Assessment Training,” Texas Department of Criminal Justice, Woodville, 2002

Microsoft Excel XP, Pt 1 & 2, Texas Department of Criminal Justice, Huntsville, TX, 2008

Microsoft Access, Pt. 1 & 2, Texas Department of Criminal Justice, Huntsville, TX, 2008

Microsoft PowerPoint XP Pt. 1 & 2, Texas Department of Criminal Justice, Huntsville, TX, 2008

EXPERIENCE:

Founder, Michael G. Maness LLC, Woodville, TX, a limited liability corporation in Texas to handle the business of my books and investments: www.PreciousHeart.net: 2006-present.

Managing Editor, Testamentum Imperium – An International Theological Journal, with articles from theologians worldwide, with a selection of the 2007 journal’s articles by published by Wipf and Stock (2009), www.PreciousHeart.net/ti/ with 200+ articles and counting: 2005-present.

Senior Clinical Chaplain, Gib Lewis State Prison Woodville, TX, and Polunsky State Prison and Death Row, Livingston, TX: 1993-2012.

T. Boone Pickens, District TX-8 Leader, for energy economy, 2008-present

Coordinator, Tyler County Ministerial Alliance, Woodville, TX: 1994-present.

Political: Coordinated “Chaplain Professional Equity”: organized and lead Texas state chaplains with legislative aids that lead to the successful attainment of first pay group raise for Chaplains in Texas history, including all chaplains in the Texas Department of Criminal Justice, the Texas MHMR, and TYC agencies during the 77th Texas Legislature in 2001.

Political: same thing on smaller scale that resulted in 25 additional TDCJ chaplains, 2007.

Associate Pastor, Harris Avenue Baptist Church, San Angelo, TX: 1991-92.

Suicide/Crisis Intervention Counselor, MHMR Services, San Angelo, TX: 1991-92.

Chaplain, Shannon Memorial Hospital, San Angelo, TX: 1991-92.

Caseworker, Child Protective Services, Texas Dept. of Human Services, F.W., TX: 1990-91.

Charter President, Southwestern Singles, Fort Worth, TX: 1989-90.

MEMBERSHIPS:

American Correctional Association, Professional Member, 1994-present.

American Correctional Chaplains Association, Brooklyn NY, Current Member.

International Lions Clubs, District 2-S1, Woodville TX: 1993-present, Secretary 2001-present.

American Federation of State County & Municipal Employees, Huntsville, TX.

Karl Barth Society of North America, St. John’s University, Queens, NY

American Legion, Argon Post #299, Woodville, TX.

Master Mason, Magnolia Lodge, #495, 32nd Degree Scottish Rite Mason, and Royal Arch Mason, all in Texas; and Member Texas Lodge of Research, Waco, Texas, 2005.

Order of the Eastern Star, Woodville Chapter 462, 2005, largest fraternity in world of both men and women.

T. Boone Pickens Energy Army, dedicated to helping America become free from our dependence upon foreign oil.

BOOKS PUBLISHED:

- How We Saved Texas Prison Chaplaincy 2011* with forewords by Frank E. Graham, Founder, Chapel of Hope; Jerry A. Madden, Chair, Texas House, Committee on Corrections 2011, Carol S. Vance, Former Chair, TBCJ, and Harris County District Attorney, 1966-79; and Dr. Keith Bellamy, Minister, Woodville Church of Christ (Indianapolis, IN: AuthorHouse, Revised 2012, 425p.) www.PreciousHeart.net/Saved.
- Character Counts—Freemasonry Is a National Treasure and a Source of Our Founders' Constitutional Original Intent* with forewords by M. Douglas Adkins and Nelson King (Indianapolis, IN: AuthorHouse, Revised 2010, 420p.) www.PreciousHeart.net/fm.
- Queen of Prison Ministry—The Story of Gertha Rogers, First Woman to Minister on Texas Death Row* with Intro by Wayne Scott (Bloomington, IN: AuthorHouse, 2008; 200p.): the biography of a beloved lady of TDCJ; includes endorsements by Christina Melton Craine (ex TDCJ Chair), Rissie Owens (Parole chair), Governor Perry, and others; www.PreciousHeart.net/joy.
- Ocean Devotions—From the Hold of Charles H. Spurgeon, Master of Mariner Metaphors* ((Bloomington, IN: AuthorHouse, 2008; 431p.): the collection of 366 unique ocean-sailing metaphors was collected and edited from the first 60 volumes of sermons by Spurgeon given in the late 19th century; www.PreciousHeart.net/ocean.
- Would You Lie to Save a Life—a Theology on the Ethics of Love* (Bloomington, IN: AuthorHouse, out in late 2007, 434p.): from the dilemma of Commander Bucher and the USS *Pueblo* in 1968 and his lie that saved life, the ethics of love is examined; www.PreciousHeart.net/love.
- Heart of the Living God: Love, Free Will, Foreknowledge, Heaven: a Theology on the Treasure of Love* (Bloomington, IN: AuthorHouse, 2004; 704p.) www.PreciousHeart.net/foreknowledge.
- Heaven—Treasures of Our Everlasting Rest* (Bloomington, IN: AuthorHouse, 2004) www.PreciousHeart.net/heaven.
- Precious Heart—Broken Heart: Love and the Search for Finality in Divorce* (Bloomington, IN: AuthorHouse, 2000; 175p.): chronicles the stages of grief in divorce www.PreciousHeart.net/divorce.
- Fringes of Freedom and Liberty Weekend 1986: A Place to Return After Dark* (a novel; Bloomington, IN: AuthorHouse, 2000; 329p.). A fiction novel of a terrorist threat at the largest Fourth of July celebration in U.S. history during Liberty Weekend 1986 and Operation Sail 1986 in Lower Manhattan – www.PreciousHeart.net/freedom.

OTHER PUBLICATIONS:

- A Condensation of Aristotle's Rhetoric*: containing all the essential points of Lane Cooper's translation (no publication sought).
- Religious Volunteers: A Few Helpful Hints*: a prison ministry handbook outlining security, interpersonal dynamics, and crisis intervention strategies (professional distribution).
- "Closeup of Hospitality in Prison," *INFORMS*, 2:3, July-Sept. 1995
- "RFRA and Quality Pastoral Care," *INFORMS*, 2:4, Oct.-Dec. 1995.
- "If There Are No Giants in the Land, Then the Land Isn't Worth Taking," *INFORMS*, 3:1, Jan.-Mar. 1996.
- "Texas State Chaplains to Get a Small Pay Boost," *Restorative Justice News*, 2:2, May-August 2001.
- "Knowing Thyself in Context—Poem," *Symphonies: an Anthology of World Poetry*. Allahabad, India: Cyberwet.net, 2003. See online at www.preciousheart.net.
- "Restorative Justice – America's New Frontier," *Texas Journal of Corrections* 29:4, November 2003): 10-13.
- Message in a Bottle, byline – since April, 2011, contributing one biographical article to the *Tyler County Booster* newspaper, for its county section; www.PreciousHeart.net/message.
- A couple dozen articles on various topics at web site, www.PreciousHeart.net.

THIS IS AN IMPORTANT RECORD
SAFEGUARD IT.

1. LAST NAME - FIRST NAME - MIDDLE NAME MANESS MIKE GLENN			2. SEX M	3. SOCIAL SECURITY NUMBER [REDACTED]	4. DATE OF BIRTH 1956 Jul 03
5. DEPARTMENT, COMPONENT AND BRANCH OR CLASS AIR FORCE RegAF			6. GRADE, RATE OR RANK AB	7. PAY GRADE E-1	8. DATE OF SEPARATION 1974 Jun 21
9a. SELECTIVE SERVICE NUMBER NA		9b. SELECTIVE SERVICE LOCAL BOARD NUMBER, CITY, STATE AND ZIP CODE NA		10. HOME OF RECORD AT TIME OF ENTRY INTO ACTIVE SERVICE (Street, RFD, City, State and ZIP Code) Route 1 Campbell TX 75422	
11. TYPE OF SEPARATION Discharge			12. STATION OR INSTALLATION AT WHICH SEPARATED Lowry AFB CO		
13. AUTHORITY AND REASON UNDER HONORABLE CONDITIONS				14. EFFECTIVE DATE 1974 Dec 12	15. REENLISTMENT CODE DD Form 257AF
16. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 3421 Stu Sq (ATC)			17. COMMAND TO WHICH TRANSFERRED None		
18. TERMINAL DATE OF RESERVE/MSR DEDICATION NA		19. PLACE OF ENTRY INTO CURRENT ACTIVE SERVICE (City, State and ZIP Code) Dallas TX 75221		20. DATE ENTERED ACTIVE DUTY THIS PERIOD 1974 Jun 21	
21. PRIMARY SPECIALTY NUMBER AND TITLE 32910 Avionic Sensors Sys Apprentice		22. RELATED CIVILIAN OCCUPATION AND DOT NUMBER None		23. RECORD OF SERVICE	
24. SECONDARY SPECIALTY NUMBER AND TITLE None		25. RELATED CIVILIAN OCCUPATION AND DOT NUMBER NA		26. HIGHEST EDUCATION LEVEL SUCCESSFULLY COMPLETED (In Years) SECONDARY/HIGH SCHOOL 12 yrs (1-12 grades) COLLEGE 0 yrs	
27. TIME LOST (Preceding Two Yrs.) NO TIME LOST		28. DAYS ACCRUED LEAVE PAID 10 Days		29. SERVICEMEN'S GROUP LIFE INSURANCE COVERAGE <input type="checkbox"/> \$10,000 <input type="checkbox"/> \$20,000 <input type="checkbox"/> \$50,000 <input type="checkbox"/> NONE \$20,000	
30. DISABILITY SEVERANCE PAY NONE		31. PERSONNEL SECURITY INVESTIGATION a. TYPE *NAC b. DATE COMPLETED 01 Aug 1974		32. DECORATIONS, MEDALS, BADGES, COMMENDATIONS, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED NDSM AFM 900-3	
33. REMARKS Blood Group-O Positive AQE M-60, A-95, G-45, E-90 AFQT 702 DAFSC 32930 *DIS NAC Center Ft Holabird MD File # Unknown					
34. MAILING ADDRESS AFTER SEPARATION (Street, RFD, City, County, State and ZIP Code) Same as Item 8c			35. SIGNATURE OF PERSON BEING SEPARATED [Signature]		
36. TYPED NAME, GRADE AND TITLE OF AUTHORIZING OFFICER N S DEKRELL, MSgt, USAF NCOIC Reenl and Separation Section			37. SIGNATURE OF OFFICER AUTHORIZED TO SIGN [Signature]		

DD FORM 1 NOV 73 214

PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE.

THIS IS AN IMPORTANT RECORD REPORT OF SEPARATION FROM ACTIVE DUTY SAFEGUARD IT.

Crismell Bible College
Upon the recommendation of the Faculty and Trustees
of
Crismell Center for Biblical Studies

confers on
Mike G. Flaness

The Degree of
Bachelor of Arts

in Biblical Studies

by virtue of satisfactory completion of all the requirements for that degree and in approval of a commitment and attitude toward the Scriptures.

Given at Dallas, Texas, this 12th day of May, in the year of our Lord 1985.

Witness the seal of the institution and the signatures hereunto affixed.

On behalf of the Faculty

Roger Feltner
President

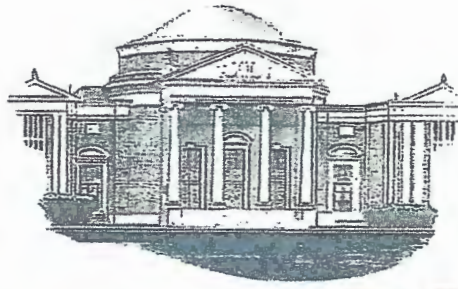
L. David D. Dand
Vice-President for Academic Affairs



W. C. Crismell
Chancellor

Raymond B. Davis
Chairman, Board of Trustees

Raymond B. Davis
Dean of Undergraduate Studies



Southwestern Baptist Theological Seminary

Fort Worth, Texas

Let it be known that

Michael Glenn Maness

having completed the course of study prescribed for the Degree of

Master of Divinity

and having been nominated by the Faculty for graduation is admitted
to said Degree with all the honors and privileges appertaining thereto.

In Testimony whereof we have affixed our signatures and the seal of the Seminary.

School of Theology

May 11, 1990

James T. Maple, Jr.

Chairman of the Board of Trustees

John P. Newport

Vice President for Academic Affairs



Runeasias

President of the Seminary

William B. Foler

Dean of the School of Theology

New Orleans Baptist Theological Seminary

New Orleans, Louisiana

hereby awards

Michael Glenn Maness

the degree of

Doctor of Ministry

in recognition of fulfillment of all the requirements of the Trustees and Faculty; and with all the privileges, rewards, and responsibilities hereunto attached.

In Testimony Whereof, our signatures are hereunto affixed at New Orleans, Louisiana, this sixteenth day of May in the year of our Lord nineteen hundred and ninety-seven.

Paul E. Bryan, Jr.

Registrar of the Seminary

Charles L. Kelley, Jr.

President of the Seminary



Paul E. Bryan, Jr.

Registrar of the Seminary

William H. Bryan

Chairman of the Board of Trustees of the Seminary

ASSOCIATION FOR
CLINICAL
PASTORAL
EDUCATION, INC.

Teresa E. Snorton, M. Div., Th. M., D. Min.
Executive Director

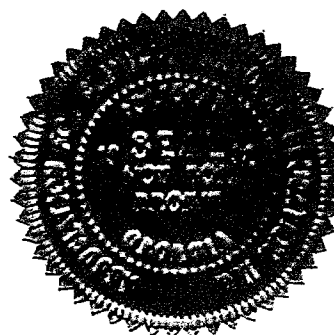
Transcript Verification Form

Michael Glenn Maness
has completed 4 unit(s) of clinical pastoral education
under the auspices of the ACPE, Inc.

1600
hours

February 13, 2002


Registrar



President
James L. Gibbons, Th.M.
Advocate Health Care
205 W. Touhy Ave.
Park Ridge, IL 60068
jim.gibbons@advocatehealth.com

President-Elect
A. Arthur Schmidt, Jr., D.Min.
St. Francis Hospital
34515 9th Ave. S.
Federal Way, WA 98003-6761
artschmidt@chiwest.com

Secretary
Lee Ann Rathbun, M. Div.
Baylor University
Medical Center
3500 Gaston Ave.
Dallas, TX 75246
leannr@baylordallas.edu

Treasurer
Theodore E. Hodge, Ph.D.
Baptist Hospital East
4000 Kresge Way
Louisville, KY 40207
thodge@bhsi.com

Certificate of Ordination

We, the undersigned, hereby certify that upon the recommendation and request of the ROYAL HAVEN BAPTIST Church at

10919 Royal Haven Lane, Dallas, Texas which had full and sufficient opportunity for judging his gifts, and after satisfactory examination by us in regard to his Christian experience, call to the ministry, and views of Bible doctrine,

MICHAEL GLENN MANESS

was solemnly and publicly set apart and ordained to the work of

THE GOSPEL MINISTRY

by authority and order

of the ROYAL HAVEN BAPTIST Church

at DALLAS, TEXAS

on the 15th day of September, 19 91

ORDAINING COUNCIL

Michael Forester

Charles W. Bradford

John R. Newfort

Robert L. ...

Robert C. ...

Don W. ...

Michael ...

Robert ...

They ...

John ...

The
American Correctional Chaplains Association
recognizes

Rev. Dr. Michael G. Maness

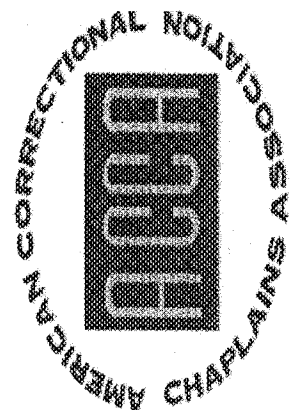
as a

Certified Professional-Diplomate
in good standing as a lifetime member.

Mission Statement

It shall be the purpose of the American Correctional Chaplains Association [ACCA], an affiliate of the American Correctional Association [ACA], to:

- Serve as a professional organization for pastoral care personnel in the corrections field.*
- Provide a network for the sharing of information and resources amongst its members and with corrections administrators.*
- Formulate standards for chaplaincy and religious programming in correctional facilities.*
- Develop and implement certification for correctional chaplains.*
- Advance the role of correctional chaplains, and*
- Communicate the religious and spiritual aspects of corrections to the larger community*



Stephen J. Hall
Membership Secretary



August 15, 2016

Texas Department of Criminal Justice
Human Resources
Rehabilitation Programs Division
Attn: Karen Miller
Two Financial Plaza Suite 370
Huntsville, Texas 77340

RE: ECCLESIASTICAL ENDORSEMENT – Member in Good Standing

This letter serves to notify you that Michael Maness is endorsed by the Chaplaincy Endorsement Council of the Baptist General Convention of Texas and remains in good standing with our office.

If there is any other information I can provide to you, please feel free to contact me at 214-828-5381 or fax at 214-828-5261. My email address is bobby.smith@texasbaptists.org

I look forward to working together in the future.

In Christ,

Bobby R. Smith, Director of Chaplaincy Relations

Cc: Michael Maness

Endorsements

I led Chaplain Professional Equity in 2001 and was one of the key leaders in 2011 that helped saved Texas Prison Chaplaincy. Rep. Dr. Jim McReynolds sent me this letter.

STATE of TEXAS HOUSE of REPRESENTATIVES

P.O. BOX 2910
AUSTIN, TEXAS 78768-2910
(512) 463-0490
FAX (512) 463-9059
TOLL FREE 1-877-796-0581



203 SOUTH FIRST, SUITE A
LUFKIN, TEXAS 75901
(936) 634-9786
FAX (936) 637-6694
TOLL FREE 1-866-817-6239

Jim McReynolds
DISTRICT 12

November 23, 2010

To Whom It May Concern:

It brings me great joy to write this letter in behalf of one of the finest young men I know, Chaplain Michael G. Maness. I have known Mike for many years and have enjoyed watching him work tirelessly for the Chaplains of the State of Texas' Criminal Justice System and Mental Health and Mental Retardation Agency.

The dedication to excellence exhibited by Dr. Maness became evident years ago, when through working with Representative Dan Ellis. Maness led the effort that secured the first pay-group raise for Texas Chaplains in 40 years in the 2001 legislative session. The cause was dubbed Chaplain Professional Equity, and it included the three agencies in Texas that employ chaplains, MHMR, TYC, and the TDCJ. I remember and supported that effort with Ellis.

Prior to the 2007 Texas Legislative Session, Maness led a second push for another boost for Chaplains in the TDCJ. He had wanted the addition of 50 Chaplains III positions and the addition of 50 more Chaplains, and it was a noble and needed goal. Because of his initiative and some delicate negotiations, my office worked with several others to secure 25 more Chaplains for the TDCJ.

Maness' documentation was valuable and remarkable, and most of it is still available at his web site. Among the several documents, an unprecedented study was his pulling together of the data from the 2001 TDCJ Chaplaincy audit that was collected, but never completed. Maness took initiative, used his own time and the help of the Texas Attorney General, and pulled it all together for posterity. It is the first and largest collection of raw data on prison chaplaincy to date. That and his initial 2001 proposal remain informative today.

I appreciate all the wonderful work Mike has done and is doing. If I could ever be of any assistance, please call me. I remain ...

Respectfully,

A handwritten signature in black ink, appearing to read "Jim", with a large, stylized flourish underneath.

COUNTIES: ANGELINA • SAN JACINTO • TRINITY • TYLER
PUBLIC HEALTH COMMITTEE • CORRECTIONS COMMITTEE

**Does anyone have one of these?
Only after doing some this did I realize
what was truly accomplished ... we
worked hard and UP HILL.
> No one has defended Chaplaincy more.**



Baptist General Convention of Texas

Becky Price, Deputy Director
Rehabilitation Programs Division
P.O. Box 99
Huntsville, TX 77340

September 5, 2009

Dear TDCJ Leadership,

For several years I have had the opportunity to work with Chaplain Mike Maness in my role as Director of the Christian Life Commission. Our organization is the public policy, ethics and citizenship education division of the Baptist General Convention of Texas. Mike has been a valuable resource to me since 2001 as our office has been actively working to advance Chaplaincy during Texas legislative sessions. Through the unpredictable and often frustrating events of legislative sessions, Mike was a well prepared resource person; his productivity was exemplary.

As in most public policy efforts, there are two concerns for communications: First, the accuracy and dependability of facts and analysis when researching issues and second, the ability to translate factual information into readable forms for the public. Mike was consistently diligent in assuring that the information he researched and analyzed was correct and confirmed. His research included current information and historical analysis of trends related to Chaplaincy in TDCJ, TYC, and MHMR facilities.

Secondly, he was also able to create communications that expresses complex information to a public audience concisely and clearly. His professional manner and cooperative spirit in all matters, were valuable assets and through perseverance and flexibility in 2001 he was instrumental in achieving the first pay group raise of all state chaplains (TDCJ, MHMR, TYC) in 40 years. As a result of similar efforts after a serious reduction in Chaplains, Mike was also instrumental in legislation that resulted in adding twenty chaplains in 2007

As you consider opportunities for Mike's future, I hope you will seriously reflect on the ways in which he has contributed selflessly for the sake of the Chaplaincy profession.

Sincerely,

Susan (Suzii) Y Paynter
Director, Christian Life Commission

**Does anyone have one of these?
Take Note ...**

**No one has defended Chaplaincy more.
NO ONE has brought more unbudgeted
monies into TDCJ Chaplaincy in TDCJ history.
THIS IS ACTUAL CONTRIBUTION ...**



CERTIFICATE OF ENDORSEMENT

This certificate is awarded to

Michael G. Maness

TDCJ

Gib Lewis State Prison

Woodville, TX

Voted and approved by the Chaplaincy and
Pastoral Counseling Endorsement Council
of the Baptist General Convention of Texas

Bobby R. Smith
Signature

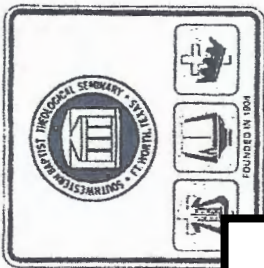
February 27, 2012

Date



TEXAS ★ BAPTISTS™

BAPTIST GENERAL CONVENTION OF TEXAS



Southwestern Baptist Theological Seminary

P.O. Box 22000
Fort Worth, Texas 76122

STUDENT NAME		SOCIAL SECURITY NO.		PAGE		1 OF 1					
MANESS, MICHAEL GLENN		464-11-0627		PAGE		1 OF 1					
BIRTHDATE		MCNTEBELLC CA		GEN SCH		ENGLISH					
07-03-56		MCNTEBELLC CA		Y Y		TAKEN PASSED					
BIRTHPLACE		EACHELCE CF ARTS		ORIENTATION		CRISWELL COLLEGE					
DEGREE RECEIVED		YEAR		SCHOOL NAME		FCFT WCRTH					
MASTER OF DIVINITY		05-11-90		GRADUATED		FCFT WCRTH					
COURSE NUMBER		COURSE TITLE		ATT. HRS.		GRADE		SEM. HOURS		GRADE POINTS	
TRANSFER CREDIT		70040		4		A		4		12	
FIELD ARCH		TRANSFER HOURS		4		A		4		12	
FALL 1985		BEGAN MDIV		4		A		4		12	
GENERAL HISTORY		ELEMENTARY HEBREW I		4		A		4		12	
431D		ELEMENTARY GREEK I		4		A		4		12	
431E		SEMESTER GPA 4.000		10		A		4		12	
SPRING 1986		ELEMENTARY HEBREW II		4		A		4		12	
432D		ELEMENTARY GREEK II		4		A		4		12	
432E		SEMESTER GPA 4.000		6		A		4		12	
FALL 1986		BAPTIST HISTORY		4		A		4		12	
444B		NEW TESTAMENT GREEK I		4		A		4		12	
431D		PRINCIPLES OF TEACHING		4		A		4		12	
430E		PRIN OF BIB PREACHING		4		A		4		12	
811		SEMESTER GPA 4.000		11		A		4		12	
331D		SPRING 1987		4		A		4		12	
432D		NEW TESTAMENT GREEK II		4		A		4		12	
332D		PERSONAL EVANGELISM		4		A		4		12	
331F		BIBLICAL BACKGROUNDS		4		A		4		12	
332D		BASIC OLD TESTAMENT II		4		A		4		12	
671		SEMESTER GPA 3.400		10		A		4		12	
FALL 1987		INTRO TO CHURCH MUSIC		4		A		4		12	
331D		CH ADMINISTRATION, P.M.		4		A		4		12	
433		GENERAL HISTORY		4		A		4		12	
330A		GAECC-ROW WRLD 300BC-AD1		4		A		4		12	
438		CHURCH GROWTH EVANGELISM		4		A		4		12	
331C		MSNRY STUDY OF MAJ WLD REL		4		A		4		12	
591		SEMESTER GPA 3.833		14		A		4		12	
SPRING 1988		INTRO TO MISSIOLOGY		4		B		4		12	
336A		PRIN OF BIB PREACHING		4		B		4		12	
331D		BASIC OLD TESTAMENT I		4		B		4		12	
671		SEMESTER GPA 3.000		11		B		4		12	

Office of the Registrar
3939 Gentilly Blvd
New Orleans, LA 70126

Name: Dr. Michael Glenn Maness

Program/Degree/Curriculum: Doctoral Degree Prog/DMin Doctor of Minis/DMin
Pastoral Ministries

Degree/Date Granted: DMIN Docto May 16, 1997

Previous Institution: New Orleans Baptist Theological Seminary, DMIN Docto

Honors:

Cumulative GPA: 3.60

Course Id	Title	Grade	Credits	QPnts		
Jan. Mini Term 1995						
300831	DMIN COLLOQUIUM	P	2.00	0.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	2.00	2.00	2.00	0.00	0.00	0.00
Cum	2.00	2.00	2.00	0.00	0.00	0.00
Spring 3 Term 1995						
400810	LEADERSHIP	E	0.00	0.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	0.00	0.00	0.00	0.00	0.00	0.00
Cum	2.00	2.00	2.00	0.00	0.00	0.00
Spring 4 Term 1995						
400810	LEADERSHIP	B	6.00	18.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	6.00	6.00	6.00	6.00	18.00	3.00
Cum	8.00	8.00	8.00	6.00	18.00	3.00
Fall 1 Term 1996						
200844	WORLD RELIGIONS	E	0.00	0.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	0.00	0.00	0.00	0.00	0.00	0.00
Cum	8.00	8.00	8.00	6.00	18.00	3.00
Fall 2 Term 1996						
200844	WORLD RELIGIONS	A	6.00	24.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	6.00	6.00	6.00	6.00	24.00	4.00
Cum	14.00	14.00	14.00	12.00	42.00	3.50
Course Id	Title	Grade	Credits	QPnts		
Jan. Mini Term 1996						
200629	RES TECH & PROJ DES B		2.00	6.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	2.00	2.00	2.00	2.00	6.00	3.00
Cum	16.00	16.00	16.00	14.00	48.00	3.43
Spring 3 Term 1996						
001800	PROGRAM PROFICIENCY E		0.00	0.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	0.00	0.00	0.00	0.00	0.00	0.00
Cum	16.00	16.00	16.00	14.00	48.00	3.43
Fall 1 Term 1997						
300830	DMIN PROF SEMINAR A		6.00	24.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	6.00	6.00	6.00	6.00	24.00	4.00
Cum	22.00	22.00	22.00	20.00	72.00	3.60
Spring 3 Term 1997						
300833	D MIN PROJECT REP. P		6.00	0.00		
	Attempt	Earned	Total	GPACrd	QPnts	GPA
Term	6.00	6.00	6.00	0.00	0.00	0.00
Cum	28.00	28.00	28.00	20.00	72.00	3.60
End of Transcript						

Paul E. Sengstacke
REGISTRAR

DEC 17 2004

Page 69

Date Processed

IN ACCORDANCE WITH THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974, AS AMENDED, TRANSCRIPTS
MAY NOT BE RELEASED TO A THIRD PARTY WITHOUT THE WRITTEN CONSENT OF THE STUDENT

ASSOCIATION FOR
CLINICAL
PASTORAL
EDUCATION, INC.

Teresa E. Snorton, M. Div., Th. M., D. Min.
Executive Director

Transcript Verification Form

Michael Glenn Maness

has completed 4 unit(s) of clinical pastoral education
under the auspices of the ACPE, Inc.

**1,600 Clinical Hours
Only 2 Units are
Required for
Chaplain II**

**I got earned this
BEFORE entering
TDCJ 25 Years Ago!**

February 13, 2002


Registrar



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205 W. Touhy Ave.
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thodge@bhsi.com

Shannon Medical Center

San Angelo, Texas

THIS IS TO CERTIFY THAT

Michael G. Maness

HAS SATISFACTORILY COMPLETED

A One Year Internship (4 Basic Units) In

Clinical Pastoral Education

June 3, 1991 ~ May 29, 1992

according to the standards of

The Association for Clinical Pastoral Education, Inc.

Lester Smith, Jr.
Managing Trustee, Shannon Estate

W. H. Alexander
President

Berta Scille
Chairperson, CPE Advisory Committee

Phyllis M. Brown
CPE Supervisor

The
American Correctional Chaplains Association
recognizes

Rev. Dr. Michael G. Maness

as a

Certified Professional-Diplomate
in good standing as a lifetime member.

Mission Statement

It shall be the purpose of the American Correctional Chaplains Association [ACCA], an affiliate of the American Correctional Association [ACA], to:

*Serve as a professional organization for pastoral care personnel in the corrections field,
Provide a network for the sharing of information and resources amongst its members and with corrections administrators,
Formulate standards for chaplaincy and religious programming in correctional facilities,
Develop and implement certification for correctional chaplains,
Advance the role of correctional chaplains, and
Communicate the religious and spiritual aspects of corrections to the larger community*



Stephen J. Hall
Membership Secretary

The American Correctional Chaplains Association, Inc.
Founded 1885
an affiliate of the American Correctional Association

Having fulfilled the requirements
and qualifications as established by

THE AMERICAN CORRECTIONAL CHAPLAINS ASSOCIATION

Rev. Dr. Michael G. Maness

is hereby granted the title and status of

CERTIFIED CORRECTIONAL CHAPLAIN

Paul E. Rogers

President
American Correctional Chaplains
Association

Ray J. Loh

Chair, Certification Committee
American Correctional
Chaplains Association

January 12, 2003 to 2008

Date

Certification may be renewed in five years.



American Correctional Association

Presents this Certificate of Completion

to

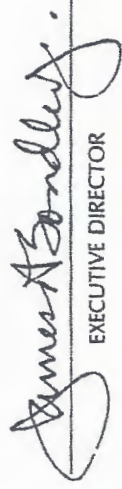
Michael G. Maness

*In Recognition of Your Continued Professional Development
Through the Successful Completion
of The 24 Hour
Religion in Corrections Self-Instructional Course*

June 2002

DATE


DIRECTOR
PROFESSIONAL DEVELOPMENT


EXECUTIVE DIRECTOR



*The State of Texas
Department of Criminal Justice
Gib Lewis Unit*

presented to

Michael G. Maness

*in recognition of enduring professionalism and commitment during
Hurricane Rita and the aftermath that followed.*

*Your dedication to the safety and security of offenders, as well as
the community, during such a devastating event was a true
display of the caliber of employee we, as Administrators, hope to
have the privilege of serving with. Your efforts, in no small part,
ensured the Gib Lewis Unit not only maintained operational
readiness, but upheld our pledge to provide public safety.*

A handwritten signature in black ink, appearing to read "Michael Roesler".

Michael Roesler
Assistant Warden

A handwritten signature in black ink, appearing to read "Gregory L. Dawson".

Gregory L. Dawson
Senior Warden

A handwritten signature in black ink, appearing to read "Paul Sloan".

Paul Sloan
Assistant Warden

This certificate attests that

Michael Maness

has attended a curriculum approved course entitled

Critical Incident Stress Management: Individual Crisis Intervention and Peer Support

13 Contact Hours



UMBC has awarded 1.3 Continuing Education Units for this course, based on a formula of 1 CEU per room hours.

UMBC
AN HONORS
UNIVERSITY
IN MARYLAND

August 18-19, 2009

Course Date

29081813224704

Course Number

C. Malcolm Nive

Course Instructor

John Martello

John Martello

President and CEO of UMBC Training Centers
Baltimore, Maryland

Let me ADD another violation of policy here. in the OR request, I asked for my ENTIRE application that I had sent. I did NOT get these back.

How much was KEPT from the newly minted policy-violating Senior Warden Beard and crooked Reg. Chaplain Rose?

It would NOT have mattered if had included all 70 or so of my certificates!

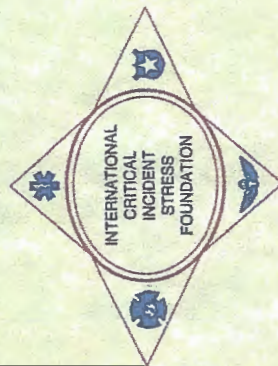
YOU UNDERSTAND THAT?

This certificate attests that

Michael G. Maness

has attended a curriculum approved course entitled

Critical Incident Stress Management: Advanced Group Crisis Intervention



14 Contact Hours

UMBC has awarded 1.4 Continuing Education Units for this course, based on a formula of 1 Continuing Education Unit for every 10 contact/classroom hours.

UMBC
AN HONORS
UNIVERSITY
IN MARYLAND

Texas CISM Network
Department of State Health Services
Community Preparedness Section

May 21—22, 2009

Course Date

2905211234560

Course Number

Paul A. Tabor

Course Instructor

Douglas P. Kendzierski
Associate Vice Provost, UMBC
Baltimore, Maryland

Texas Department of Criminal Justice
Institutional Division
Staff Development Division


This is to Certify that

Michael G. Maness

has satisfactorily completed the Pre-Service Part I
course required for

Corrections Officer

Dated this 28TH day of APRIL, A.D. 1993


Director, Texas Department of
Criminal Justice-Institutional Division



THE STATE OF TEXAS
TEXAS DEPARTMENT OF CRIMINAL JUSTICE

This Certificate of Appreciation is Awarded to
Michael G. Maness

In recognition of your dedicated and professional service as

Unit Staff Support Officer

In the Texas Department of Criminal Justice Institutional
Division Post Trauma Staff Support Program

Presented this 7th day of December, 1999, AD

Elaine Smith
TDCJ Program Coordinator

[Signature]
Regional Director
Texas Department of Criminal Justice
Institutional Division

TEXAS DEPARTMENT OF CRIMINAL JUSTICE

Post Trauma Staff Support Program



In recognition of your service as a

Unit Staff Support Officer

On this the 10th day of December, 1998

This Certificate of Appreciation

Is Awarded to

Michael Maness

Your dedication to serving your employee peers during and after emergency situations is exemplary behavior and well deserving of this recognition.

Lepher Jenkins
Region I Director

Elaine Smith
PTISST Program Coordinator

STATE OF TEXAS

Texas Department of Criminal Justice

Certificate of Achievement

Presented to

Michael G. Maness

In recognition of the completion of

Records Management Training

edl 5-11-5

Deputy Executive Director



THE STATE OF TEXAS

TEXAS DEPARTMENT OF CRIMINAL JUSTICE

This Certificate of Appreciation is Awarded to

Michael Maness

in recognition of your dedicated and professional service as

UNIT STAFF SUPPORT OFFICER

*In the Texas Department of Criminal Justice Institutional
Division Post Trauma Staff Support Program*

Presented this 5th day of December, 1996, A.D.

Elaine Smith

TDCJ Program Coordinator

E. D. Schwan

Regional Director
Texas Department of Criminal Justice
Institutional Division



Was this important training or not? ... Yes, accomplished 20 years before the selected even applied to be a Chaplain, some 15 years before he even BEGAN to "counsel"

THE STATE OF TEXAS

TEXAS DEPARTMENT OF CRIMINAL JUSTICE

This Certificate of Appreciation is Awarded to

Michael Maness

in recognition of your dedicated and professional service as

UNIT STAFF SUPPORT OFFICER

*In the Texas Department of Criminal Justice Institutional
Division Post Trauma Staff Support Program*

Presented this 3rd day of December, 1997, A.D.

Elaine Smith

TDCJ Program Coordinator

[Signature]

Regional Director
Texas Department of Criminal Justice
Institutional Division

Texas Department of Criminal Justice

hereby attests that

Michael G. Maness

has satisfactorily completed a course of study in

Microsoft PowerPoint XP – Part 1

consisting of 6 hours of classroom instruction
on

September 3, 2008



LaDonna Pesek

Training Specialist, Information Technology

All voluntary training, to improve myself, my skills and efficiency in a prison now 5x the size of Goodman Unit!

.....

And you better BELIEVE I included these, but they were STOLEN from my application if the OR people did their job.

.....

Think about that--someone DELETING portions of an applicant's file BEFORE an interview! ... nasty!

Texas Department of Criminal Justice

hereby attests that

Michael G. Maness

has satisfactorily completed a course of study in

Microsoft PowerPoint XP – Part 2

consisting of 6 hours of classroom instruction
on

February 18, 2009



LaDonna Pesek

Training Specialist, Information Technology

Texas Department of Criminal Justice

hereby attests that

Michael G. Maness

has satisfactorily completed a course of study in

Microsoft Excel XP – Part 1

consisting of 6 hours of classroom instruction
on

August 28, 2008



LaDonna Pesek

Training Specialist, Information Technology

Texas Department of Criminal Justice

hereby attests that

Michael G. Maness

has satisfactorily completed a course of study in

Microsoft Excel XP – Part 2

consisting of 6 hours of classroom instruction
on

November 20, 2008



LaDonna Pesek

Training Specialist, Information Technology

Texas Department of Criminal Justice

hereby attests that

Michael G. Maness

has satisfactorily completed a course of study in
Microsoft Access XP -- Part 1
consisting of 6 hours of classroom instruction
on

October 9, 2008



LaDonna Pesek

Training Specialist, Information Technology

Tab 3 – Goodman Prison Interviewer Notes Documents

8 pages – 4 applicants ...

6 Questions – only 3 asked, #2, #5, #6

Answers to the questions by each hardly distinguish anyone.

The broad base of the several questions could be construed differently, too, based upon experience and education.

The fact that Warden Beard asked all the questions and Reg. Chaplain Rose did not ask any questions betrays another violation of PD 71, where the alleged expert—Rose—was supposed to ask something. Otherwise real discernment of the specialized nature of the profession suffers more.

Still, the education and DECADES of experience by all three (Fatheree, Johnson, Maness) was so far ahead of Mr. Adaway's two weeks experience as a Volunteer Chaplain. Adaway's few years as a part-time pastor, even though the some of that fudged while in school, hardly compares to how the three others GAVE THEIR adult lives to the ministry.

Did you catch that:

All the other three GAVE the PRIME of their LIVES to the ministry.

This is about the true value of Chaplaincy itself, and skilled Chaplains and their contribution to all the mission-critical functions of the agency. In aiding prisoners in their crises, facilitating volunteers, helping staff, and the families of all three.

The SKILL of caring did not matter this time or in so many other places.

Nor did the honorable policies and honor of TDCJ itself matter, not to newly minted Senior Warden Beard, crooked Regional Chaplain Rose, or their handlers or mentors—but I shall cheat all in giving those up. OIG has a job to do.



**How We Saved Texas
Prison Chaplaincy 2011**

**Immeasurable Value
of Religion, Volunteers
and Their Chaplains**

**Wynne Prison Chapel
restored by Chapel of Hope**

Forewords by
Frank E. Graham, Founder and President, Chapel of Hope
Jerry A. Madden, Chair, House Corrections Committee 2011
Carol S. Vance, Former Chair, Texas Board of Criminal Justice
Keith Bellamy, Minister, Woodville Church of Christ

**A Resource for the Prison Chaplaincy and Its Defense
with Staff Chaplain Survival Guide and Audit History**

Michael G. Maness

In Fiscal Year 2011
 125 TDCJ Chaplains Facilitated, Cared for 99.8% of
 20,000 Volunteers in their ... 418,000 visits with
 500,000 hours with an astounding
 4,000,000 prisoners in attendance—plus
 19,602 Critical Illness/Death Notices... and more

www.PreciousHeart.net/Saved

*I pray this book helps Prison Chaplaincy survive and aids in
excellence regarding its solemn and exquisite task in that noblest
enterprise of Care for the Soul as staff Chaplains facilitate the
Greatest Source for Change in Human History—religion.*

Michael G. Maness, 2015

Care for the Soul



**Texas Department of Criminal Justice
Interview Documentation Form**

Interview Date: 08 / 30 / 2016

Position's Payroll Title and Extended Working Title: Chaplain I

Applicant Name: Adaway, Kenneth C.

I. QUESTIONS

~~1. Question:~~ Why do you want to be a correctional Chaplain?

- Recommended response:
- 1) Believe that God has called me to this position
 - 2) I have skills and ability to do the job
 - 3) This unit offers a great opportunity for ministry and a personal challenge
 - 4) I believe I can be an asset to TDCJ

Applicant's response:

2. Question: What skills and ministry gifts do you possess that you feel would make you a good correctional Chaplain?

- Recommended response:
- 1) Preaching
 - ~~2~~ 2) Teaching
 - ~~3~~ 3) Interacting with people
 - 4) Being ecumenical
 - ~~5~~ 5) Showing compassion
 - 6) Statement of how these gifts would help in correctional chaplaincy

Applicant's response: *ENCOURAGING PEOPLE, YEARS EXPERIENCE IN CORRECTIONS WOULD HELP ME TO HELP OFFENDERS REINTEGRATE INTO SOCIETY. MY SKILLS OF EVALUATION.*

Applicant Name:

~~3. Question:~~ What job-related experience and skills do you bring to this position that would make you a good correctional Chaplain?

- Recommended response:
- 1) Good pastoral and job-related skills
 - 2) Sense of balance between religion and treatment
 - 3) Good relational skills, very flexible and good knowledge of people and programs
 - 4) Good counselor, listener, and have a plan to get there
 - 5) Good delegation skills and hard worker

Applicant's response:

Applicant Name: Adaway, Kenneth C.

4. ~~Question:~~ Rank the following in order of your top preference: preaching, teaching, administration, and pastoral care

Recommended response: Answers will vary; applicant should have the ability to identify and relate to each area

Applicant's response:

5. Question:

[REDACTED]

Applicant's response:

[REDACTED]

6. Question: What are the most pressing issues facing the Chaplaincy today?

Recommended response:

- 1) Deliver pastoral care services to the offenders and unit staff
- 2) Develop and coordinate comprehensive, effective religious programs for all faith groups
- 3) Recruit, train, place and manage a total religious program and includes utilization of many and varied community volunteers
- 4) Build good relations with unit staff and local communities
- 5) To rehabilitate and effectively prepare offenders for integration into society as successful and productive citizens

Applicant's response:

Push toward family programming. Keep offenders out of trouble. help develop responsible offenders that successfully reintegrate into society.

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

26 yrs Experience in Corrections
15 yrs in the ministry. I think the combination allows me insight into successfully reintegration offenders to society. I know the staff and the volunteers I think I can increase programming and volunteer involvement.

**Texas Department of Criminal Justice
Interview Documentation Form**

Interview Date: 08 / 30 / 2016

Position's Payroll Title and Extended Working Title: Chaplain I

Applicant Name: Fatherine, Lester R.

I. QUESTIONS

~~1. Question:~~ Why do you want to be a correctional Chaplain?

- Recommended response:
- 1) Believe that God has called me to this position
 - 2) I have skills and ability to do the job
 - 3) This unit offers a great opportunity for ministry and a personal challenge
 - 4) I believe I can be an asset to TDCJ

Applicant's response:

2. Question: What skills and ministry gifts do you possess that you feel would make you a good correctional Chaplain?

- Recommended response:
- 1) Preaching
 - 2) Teaching
 - 3) Interacting with people
 - 4) Being ecumenical
 - 5) Showing compassion
 - 6) Statement of how these gifts would help in correctional chaplaincy

Applicant's response: *I Am one - I see the men through the lords eyes I want to make the reach that potential. I work hard for all faiths and I love people. I struggled with the paper work of Audits.*

Applicant Name:

~~3. Question:~~ What job-related experience and skills do you bring to this position that would make you a good correctional Chaplain?

- Recommended response:
- 1) Good pastoral and job-related skills
 - 2) Sense of balance between religion and treatment
 - 3) Good relational skills, very flexible and good knowledge of people and programs
 - 4) Good counselor, listener, and have a plan to get there
 - 5) Good delegation skills and hard worker

Applicant's response:

Applicant Name: Fatheree, Lester R.

4. ~~Question~~: Rank the following in order of your top preference: preaching, teaching, administration, and pastoral care

Recommended response: Answers will vary; applicant should have the ability to identify and relate to each area

Applicant's response:

5. Question:

[REDACTED]

Applicant's response:

[REDACTED]

6. Question: What are the most pressing issues facing the Chaplaincy today?

Recommended response:

- 1) Deliver pastoral care services to the offenders and unit staff
- 2) Develop and coordinate comprehensive, effective religious programs for all faith groups
- 3) Recruit, train, place and manage a total religious program and includes utilization of many and varied community volunteers
- 4) Build good relations with unit staff and local communities
- 5) To rehabilitate and effectively prepare offenders for integration into society as successful and productive citizens

Applicant's response:

- (1) From a personal stand point how do I keep my Paper work as it needs to be and be able to minister.
- (2) Being dual supervised
- (3) Recruiting good volunteers.

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

Chaplain for 4 years, Pastor since age 21, I have two units of CP I have the ability to establish and continue a ministry. I want to move here because of Aging Parents and In-laws. I Am Fine I God chose to leave me out there.

**Texas Department of Criminal Justice
Interview Documentation Form**

Interview Date: 08 / 30 / 2016

Position's Payroll Title and Extended Working Title: Chaplain I

Applicant Name: Johnson, Joseph D.

I. QUESTIONS

~~1. Question:~~ Why do you want to be a correctional Chaplain?

- Recommended response:
- 1) Believe that God has called me to this position
 - 2) I have skills and ability to do the job
 - 3) This unit offers a great opportunity for ministry and a personal challenge
 - 4) I believe I can be an asset to TDCJ

Applicant's response:

2. Question: What skills and ministry gifts do you possess that you feel would make you a good correctional Chaplain?

- Recommended response:
- 1) Preaching
 - 2) Teaching
 - 3) Interacting with people
 - 4) Being ecumenical
 - 5) Showing compassion
 - 6) Statement of how these gifts would help in correctional chaplaincy

Applicant's response:

I love God + I love people. I am very well suited to help people through their worst case scenario. I am patient and concerned.

Applicant Name:

~~3. Question:~~ What job-related experience and skills do you bring to this position that would make you a good correctional Chaplain?

- Recommended response:
- 1) Good pastoral and job-related skills
 - 2) Sense of balance between religion and treatment
 - 3) Good relational skills, very flexible and good knowledge of people and programs
 - 4) Good counselor, listener, and have a plan to get there
 - 5) Good delegation skills and hard worker

Applicant's response:

Applicant Name: Johnson, Joseph D.

4. ~~Question:~~ Rank the following in order of your top preference: preaching, teaching, administration, and pastoral care

Recommended response: Answers will vary; applicant should have the ability to identify and relate to each area

Applicant's response:

5. Question: [REDACTED]

Applicant's response: [REDACTED]

6. Question: What are the most pressing issues facing the Chaplaincy today?

Recommended response:

- 1) Deliver pastoral care services to the offenders and unit staff
- 2) Develop and coordinate comprehensive, effective religious programs for all faith groups
- 3) Recruit, train, place and manage a total religious program and includes utilization of many and varied community volunteers
- 4) Build good relations with unit staff and local communities
- 5) To rehabilitate and effectively prepare offenders for integration into society as successful and productive citizens

Applicant's response:

I believe As a Chaplain you represent God.
I believe peer pressure of Politically Correctness
when people turn away from God.

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

Aside from having 34 years Experience As A Chaplain,
I have served As A Volunteer. I am Not New to any
of this. If I Can help People through my faith
that's what I want to do. I am Not intimidated by others

**Texas Department of Criminal Justice
Interview Documentation Form**

Interview Date: 08 / 30 / 2016

Position's Payroll Title and Extended Working Title: Chaplain I

Applicant Name: Maness, Michael G.

I. QUESTIONS

1. Question: Why do you want to be a correctional Chaplain?

Recommended response: 1) Believe that God has called me to this position
 2) I have skills and ability to do the job
 3) This unit offers a great opportunity for ministry and a personal challenge
 4) I believe I can be an asset to TDCJ

Applicant's response:

2. Question: What skills and ministry gifts do you possess that you feel would make you a good correctional Chaplain?

Recommended response: 1) Preaching
 2) Teaching
 3) Interacting with people
 4) Being ecumenical
 5) Showing compassion
 6) Statement of how these gifts would help in correctional chaplaincy

Applicant's response: I have a long list of training, to include post trauma training and Advanced Crisis Intervention training. My Dissertation was on teaching offenders to listen. 20 years of being a Chaplain. I am very diverse. Two or Three volunteers got counseling volunteer award. I wrote the first volunteer manual and part of chaplaincy manual.

Applicant Name:

3. Question: What job-related experience and skills do you bring to this position that would make you a good correctional Chaplain?

Recommended response: 1) Good pastoral and job-related skills
 2) Sense of balance between religion and treatment
 3) Good relational skills, very flexible and good knowledge of people and programs
 4) Good counselor, listener, and have a plan to get there
 5) Good delegation skills and hard worker

Applicant's response:

Applicant Name: Maness, Michael G.

4. ~~Question:~~ Rank the following in order of your top preference: preaching, teaching, administration, and pastoral care

Recommended response: Answers will vary; applicant should have the ability to identify and relate to each area

Applicant's response:

5. Question: [REDACTED]

[REDACTED]

Applicant's response:

[REDACTED]

6. Question: What are the most pressing issues facing the Chaplaincy today?

Recommended response:

- 1) Deliver pastoral care services to the offenders and unit staff
- 2) Develop and coordinate comprehensive, effective religious programs for all faith groups
- 3) Recruit, train, place and manage a total religious program and includes utilization of many and varied community volunteers
- 4) Build good relations with unit staff and local communities
- 5) To rehabilitate and effectively prepare offenders for integration into society as successful and productive citizens.

Applicant's response:

I would think that some of ~~the~~ religious and their diversity. Racism would be extra sensitive as well. particularly with the muslims and other groups. Crisis calls for offenders and their families.

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

I love ministry, I've made some mistakes in the past and I have learned of it. I have a lot of communication skills.

Tab 4 – Goodman Prison Selection Documents

Just the 5 selection documents, the first with info one “why” Beard and Rose chose not to be men of honor and chose not to follow policy, but, instead they chose to LIE for the their mentors.

All that begging the question, yet again, how many times before had they done that?

My case here exposes something far worse if those two simply acted on their own, meaning a newly minted Senior Warden felt no qualms, felt no compunction in so flagrantly violating policy. But this is not endemic, for Beard or any newly minted Senior Warden would not START HIS career with such violations.

Think about that. And Rose—you have another problem there, who had in addition to this petty colluding had falsified and manipulated Chaplaincy policy and documents to ADD the ONE SINGLE credential of Certified Chaplain (2 whopping weeks worth) to Mr. Adaway’s resume, and that for someone that Rose did not hardly know.

But the worst case is that Senior Wardens and weak slobbering burnt out Chaplains like Rose can be “ordered” and “handled” like that all to despise and hate TDCJ’s policies and honor.

Of course, they have predecessors in Marvin Dunbar, that YOUR thinking about promoting, and others who have retired like Snake Michael Upshaw and the wardens and asst. wardens and majors at the Polunsky Unit for the last 10 years, including key Administrator of the Year Retired Warden Tim Simmons.

Only OIG can vet and discern the *Book of Secrets* and discover the whole story.

Texas Department of Criminal Justice

Applicant Log

[illegible]

(1) Key for status: NQ - Does not meet minimum qualifications
Late
IE - Ineligible
Qualified
WD - Withdrew Before Interview
DS - Document Screened

Applicant Name: Adaway, Kenneth C.

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS

Bachelor's Degree – Religion/Bible Counseling

III. JOB-RELATED EXPERIENCE

Three years, eleven months ministerial experience

IV. COMMUNICATION SKILLS - Select the statement which best describes the applicant's communication skills as demonstrated during the interview.

- ☒ Excellent ability to communicate ideas. *(Information was presented in a logical, organized, and understandable manner with appropriate word usage. Communication was effective and persuasive.)*
- ☐ Above average ability to communicate ideas. *(Gave clear, concise, and understandable responses)*
- ☐ Average ability to communicate ideas. *(Satisfactory ability to communicate responses)*
- ☐ Somewhat below average ability to communicate ideas. *(Gave somewhat unclear responses. Below average use of grammar and vocabulary)*
- ☐ Below average ability to communicate ideas. *(Could not communicate ideas in an understandable manner. Showed improper use of grammar and vocabulary)*

V. IF APPLICABLE, CONTACT WITH CURRENT AND PREVIOUS EMPLOYERS OR SUPERVISORS INDICATED THE FOLLOWING: If necessary, an additional page may be attached.

Here you have it ... just lies ... or Beard and Rose did NOT have the experience to judge experience! The real reason is they did not have the courage to do "right" and leaned upon their "mentors" -- that is a fact, repeated now for 20 years in my meager study.

Employer Name

VI. RATIONALE FOR SELECTION: If this applicant is selected, document all job-related factors upon which the decision was based. If no applicants are selected, rationale for non-selection shall be documented for each applicant who was interviewed.

Selected due to his excellent ability to communicate, his previous job and Semitic related experience, and the fact he answered better than any of the other applicants.

IF SELECTED APPLICANT IS A FORMER FOSTER CHILD, WAS FOSTER CHILD PREFERENCE GIVEN?

IF SELECTED APPLICANT IS A VETERAN, WAS VETERAN'S PREFERENCE GIVEN?

PRIMARY INTERVIEWER:

Rahat G. Beard Jr
Signature

CO-INTERVIEWER, if applicable: ☐ concur ☐ do not concur

[Signature]
Signature

Applicant Name: Fatheree, Lester R.

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS

Bachelor's Degree – Bible/Philosophy
Master of Divinity Degree

III. JOB-RELATED EXPERIENCE

Three years, ten months ministerial experience

IV. COMMUNICATION SKILLS - Select the statement which best describes the applicant's communication skills as demonstrated during the interview.

- ☐ Excellent ability to communicate ideas. *(Information was presented in a logical, organized, and understandable manner with appropriate word usage. Communication was effective and persuasive.)*
- ☒ Above average ability to communicate ideas. *(Gave clear, concise, and understandable responses)*
- ☐ Average ability to communicate ideas. *(Satisfactory ability to communicate responses)*
- ☐ Somewhat below average ability to communicate ideas. *(Gave somewhat unclear responses. Below average use of grammar and vocabulary)*
- ☐ Below average ability to communicate ideas. *(Could not communicate ideas in an understandable manner. Showed improper use of grammar and vocabulary)*

V. IF APPLICABLE, CONTACT WITH CURRENT AND PREVIOUS EMPLOYERS OR SUPERVISORS INDICATED THE FOLLOWING: If necessary, an additional page may be attached.

Employer Name

Name and Title of Person Providing Reference

VI. RATIONALE FOR SELECTION: If this applicant is selected, document all job-related factors upon which the decision was based. If no applicants are selected, rationale for non-selection shall be documented for **each** applicant who was interviewed.

Not Selected

IF SELECTED APPLICANT IS A FORMER FOSTER CHILD, WAS FOSTER CHILD PREFERENCE GIVEN?

IF SELECTED APPLICANT IS A VETERAN, WAS VETERAN'S PREFERENCE GIVEN?

PRIMARY INTERVIEWER:

CO-INTERVIEWER, if applicable: ☐ concur ☐ do not concur

Rant C. Beaudry

Signature

Signature

Applicant Name: Johnson, Joseph D.

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS

Bachelors Degree – Management/Human Resources
Masters Degree – Church Ministry/Human Sexuality/Preaching

III. JOB-RELATED EXPERIENCE

Twelve years, eight months ministerial experience

IV. COMMUNICATION SKILLS - Select the statement which best describes the applicant's communication skills as demonstrated during the interview.

- ☐ Excellent ability to communicate ideas. *(Information was presented in a logical, organized, and understandable manner with appropriate word usage. Communication was effective and persuasive.)*
- ☒ Above average ability to communicate ideas. *(Gave clear, concise, and understandable responses)*
- ☐ Average ability to communicate ideas. *(Satisfactory ability to communicate responses)*
- ☐ Somewhat below average ability to communicate ideas. *(Gave somewhat unclear responses. Below average use of grammar and vocabulary)*
- ☐ Below average ability to communicate ideas. *(Could not communicate ideas in an understandable manner. Showed improper use of grammar and vocabulary)*

V. IF APPLICABLE, CONTACT WITH CURRENT AND PREVIOUS EMPLOYERS OR SUPERVISORS INDICATED THE FOLLOWING: If necessary, an additional page may be attached.

Employer Name _____

Name and Title of Person Providing Reference _____

VI. RATIONALE FOR SELECTION: If this applicant is selected, document all job-related factors upon which the decision was based. If no applicants are selected, rationale for non-selection shall be documented for **each** applicant who was interviewed.

Not Selected

IF SELECTED APPLICANT IS A FORMER FOSTER CHILD, WAS FOSTER CHILD PREFERENCE GIVEN?

IF SELECTED APPLICANT IS A VETERAN, WAS VETERAN'S PREFERENCE GIVEN?



PRIMARY INTERVIEWER:

CO-INTERVIEWER, if applicable: ☐ concur ☐ do not concur

Rand G. Beard Jr
Signature

Signature

Applicant Name: Maness, Michael G.

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS

Bachelors Degree – Counseling
Master of Divinity Degree

III. JOB-RELATED EXPERIENCE

Nineteen years, six months ministerial experience

IV. COMMUNICATION SKILLS - Select the statement which best describes the applicant's communication skills as demonstrated during the interview.

- ☒ Excellent ability to communicate ideas. *(Information was presented in a logical, organized, and understandable manner with appropriate word usage. Communication was effective and persuasive.)*
- ☐ Above average ability to communicate ideas. *(Gave clear, concise, and understandable responses)*
- ☐ Average ability to communicate ideas. *(Satisfactory ability to communicate responses)*
- ☐ Somewhat below average ability to communicate ideas. *(Gave somewhat unclear responses. Below average use of grammar and vocabulary)*
- ☐ Below average ability to communicate ideas. *(Could not communicate ideas in an understandable manner. Showed improper use of grammar and vocabulary)*

V. IF APPLICABLE, CONTACT WITH CURRENT AND PREVIOUS EMPLOYERS OR SUPERVISORS INDICATED THE FOLLOWING: If necessary, an additional page may be attached.

Employer Name _____

Name and Title of Person Providing Reference _____

VI. RATIONALE FOR SELECTION: If this applicant is selected, document all job-related factors upon which the decision was based. If no applicants are selected, rationale for non-selection shall be documented for **each** applicant who was interviewed.

Not Selected

IF SELECTED APPLICANT IS A FORMER FOSTER CHILD, WAS FOSTER CHILD PREFERENCE GIVEN? ☐ Yes ☐ No

IF SELECTED APPLICANT IS A VETERAN, WAS VETERAN'S PREFERENCE GIVEN? ☐ Yes ☐ No

PRIMARY INTERVIEWER:

Rahat G. Bland Jr
Signature

CO-INTERVIEWER, if applicable: ☐ concur ☐ do not concur

Signature

Tab 5 – Mainframe Emails on Warden Beard’s Angst on Adaway’s Approval

These are placed in chronological order for ease of review. See Tab 7, Warden Robert Beard assigned to Goodman Unit 4-1-16 to 9-1-16 Beard ushers in “preapproval” 8-31-16 ... even if that is possible. I had heard of his promotion before the interview and congratulated him in the interview on his promotion.

From: Brenda Smith
Sent: Wednesday, August 31, 2016 11:16 AM
To: Tony Ohare <tony.ohare@tdcj.texas.gov>; Karen Miller <Karen.Miller@tdcj.texas.gov>
Subject: Chaplain I - Goodman Unit

The administration of the Goodman Unit is requesting preapproval to select an ERS retiree for the position of Chaplain I. Mr. Kenneth Adaway is recommended for this position based upon his excellent communication skills and responses to questions during his interview. He has previous correctional experience as a Correctional Officer and Laundry Manager, and is familiar with the operations of the unit. He is from the Southeast Texas area, is a part of the ministerial alliance, and has ties to the community. This will enable him to more easily recruit and retain volunteers. Mr. Adaway is currently a Certified Volunteer Chaplains' Assistant and is knowledgeable of religious programming. The selection of Mr. Adaway would ensure a smooth transition in the Chaplaincy Department and would be a great benefit to the Goodman Unit.

Thank you for your consideration.

Authority: Robert G. Beard, Jr., Senior Warden
 Goodman Unit

Brenda Smith, HRS III
Goodman Unit
(409) 383-0012 Ext. 3130
(409) 383-2554 Fax
b3smith@tdcj.texas.gov

These Open Records requests—remarkable. Not everything is hidden, Thank God!

NOTICE: in these see one lesson Upshaw’s disciples in treason to TDCJ’s honor and policies all followed—that Upshaw followed religiously—they wrote as little down as possible. Here, **Beard WROTE this down.** He is not an insider, not deeply involved with the conniving, a fall-guy who did take 31+ years to make Senior Warden; do *not* think Beard acted alone.

Upshaw, as seen in the research in the Treason Epilogue, never wrote anything down in conniving. Only through TDCJ technology experts do we see Upshaw’s order to “clean” the computer violations in 2012, still going in a lesser degree. Furthermore, from OR requests for disciplinaries, we saw how EVERYONE got off without a hitch for violations 100x worse than what Upshaw set up for me. Oh, read the Treason Epilogue ... it is clear and still relevant:

www.PrecioiusHeart.net/OIG/Treason-Epilogue.pdf - last chapter of 700-page *Book of Secrets* on Michael Upshaw’s cover up of Polunsky chapel’s vast violations, his orders to “clean up,” all in collusion with the wardens—nasty. I paid a heavy price for whistleblowing—*still paying*.

From: Karen Miller
Sent: Tuesday, September 13, 2016 10:27 AM
To: Vashunna Jefferson <vashunna.jefferson@tdcj.texas.gov>
Subject: RETIREE - Chaplain I-Goodman Unit

Please see attached

Karen Miller
Human Resource Specialist III
Rehabilitation Programs Division
936-437-2840

From: Karen Miller
Sent: Tuesday, October 04, 2016 10:47 AM
To: Vashunna Jefferson <vashunna.jefferson@tdcj.texas.gov>
Subject: FW: RETIREE - Chaplain I-Goodman Unit

Following up once more... any word?

Karen Miller
Human Resource Specialist III
Rehabilitation Programs Division
936-437-2840

From: Vashunna Jefferson
Sent: Tuesday, October 04, 2016 11:19 AM
To: Karen Miller <Karen.Miller@tdcj.texas.gov>
Subject: RE: RETIREE - Chaplain I-Goodman Unit

Nothing yet..thanks

From: Karen Miller
Sent: Tuesday, October 18, 2016 9:02 AM
To: Vashunna Jefferson <vashunna.jefferson@tdcj.texas.gov>
Subject: RE: RETIREE - Chaplain I-Goodman Unit

Checking in again, just hoping for some word.

Karen Miller
Human Resource Specialist III
Rehabilitation Programs Division
936-437-2840

Karen Miller

From: Vashunna Jefferson
Sent: Monday, October 31, 2016 10:47 AM
To: Karen Miller
Subject: RE: RETIREE - Chaplain I-Goodman Unit Kenneth Adaway
Importance: High

Ok to proceed with selection of ERS Retiree Kenneth Adaway for the Chaplain I position.

Please submit clearance.

Thanks,
VaShunna Jefferson
HRS V-Selections Administrator
TDCJ-Human Resources Headquarters
Ph: 936-437-3119 Fax: 936-437-3109



**Texas Department of Criminal Justice
Certification of Compliance**

Payroll Title	Unit/Department
Chaplain I or II	GG
Extended Working Title	Job Posting Date
	08/09/2016

CERTIFICATION STATEMENT:

By my signature I certify I am the selection reviewer for the identified position and have completed the required PD-71 Manager's Training relating to selection procedures. I further certify I have reviewed the selection process used for this position, as well as the qualifications of the applicant who was recommended for this position, if applicable, and find no evidence of deviation from PD-71. The selection documentation reflects: (1) the selection process was conducted without regard to race, color, religion, sex (gender), national origin, age, disability, genetic information, or uniformed services status other than applicable veteran's employment preference or reinstatement; (2) if all factors taken into consideration were equal for two or more applicants and one of those applicants was entitled to the foster child employment preference, the applicant entitled to the foster child employment preference is the applicant recommended for selection; (3) if all factors taken into consideration were equal for two or more applicants and one of those applicants was entitled to veteran's employment preference, the applicant entitled to veteran's preference is the applicant recommended for selection; (4) if an applicant entitled to foster child employment preference was equally qualified with an applicant entitled to veteran's employment preference, the applicant entitled to foster child employment preference is the applicant recommended for selection; and (5) if all factors taken into consideration were equal, and more than one applicant was eligible for the veteran's employment preference, the applicants were selected in the following order of priority: (a) a veteran with a disability; (b) a veteran; (c) a veteran's surviving spouse who has not remarried; and (d) an orphan of a veteran if the veteran was killed while on active duty. If this certification includes applicants recommended for subsequent selection by the interviewer(s), I have indicated this in the appropriate space(s) below. I further certify if a license or certification was required or was used as part of the screening or selection process, this license or certification was verified prior to my review and the related section of this form was completed prior to my review. I hereby authorize a conditional offer of employment be made following the required background clearance procedures. This certification shall be retained as part of the selection packet. The minimum qualifications screening process was certified by the minimum qualifications screener on the PERS 215, Minimum Qualifications Screening Instructions.

Name of Applicant Recommended for Selection: Adaway, Kenneth C

This certification includes the following applicant(s) who have been recommended for subsequent selection:

VERIFICATION OF LICENSE OR CERTIFICATION, IF APPLICABLE

License or Certification Information	
Type of License or Certificate Required:	Licensing
Name of Person Contacted:	
Title:	Phone Number:
<input type="checkbox"/> License or Certificate is Valid - Not expired or been cancelled, suspended, or annulled. <input type="checkbox"/> License or Certificate is Fully Renewable - Not a temporary license. <input type="checkbox"/> The Licensee or Certificate Holder is not restricted in the performance of functions allowed by the License or Certificate.	
License or Certificate Expires: (mm/dd/yyyy)	License or Certificate Shall be Renewed: Example: Annually
Comments:	
Name of Departmental Human Resources Representative:	

SIGNATURE OF SELECTION REVIEWER:

Steven Gaddis

Print Name

Manager IV

Title

Signature

Selection Reviewer Birth Month/Day (mm/dd)

Only OIG's Sherlock Holmes will uncover all the connections, from Marvin Dumbars contriving in 2012, and most of all Michael Upshaw's treasons FOR someone and his disciples at Polunsky, since then, to today.
What are you willing to do?
Many others have been hurt, too.

On those underlined, the answer is "NO" ... and "NO" on several levels: 1) "No" veteran status did not mean a stinking thing to anyone, and 2) that was if "EQUAL" was a consideration, in which here and for 20 years "EQUAL" was never an issue.

REAL priority for 20 years was the "LEAST QUALIFIED" and "LOW EST Education" Policy? The signatory here just trusted that Beard & Rose were honest men (Beard usually was, but his dedication to his "mentor" was more important). The Reviewer made a big mistake in *not* looking closely. **Marvin Dumbars HIRED Gaddis, too**, because he did NOT have a lot of experience in TDCJ – see how that works? Easy to see, if you have experience and know where to look and are willing to do REAL research. **Innocent Gaddis was used too.**

 *** REQUESTOR: [REDACTED] - PHELPS, CANDICE REHABILITATION PROGRAMS ***

 *** S Y S M I N B A S K E T P R I N T ***

MESSAGE ID: 548640T DATE: 12/27/16 TIME: 03:04pm PRIORITY: 000

TO: [REDACTED] - PHELPS, CANDICE
 HUMAN RESOURCES ASSISTANT
 REHABILITATION PROGRAMS
 2 FINANCIAL PLAZA, SUITE 370
 HUNTSVILLE, TEXAS 77340

FROM: [REDACTED] - MILLER, KAREN
 HUMAN RESOURCE SPECIALIST III
 REHABILITATION PROGRAMS DIV
 2 FINANCIAL PLAZA, SUITE 370
 HUNTSVILLE, TEXAS 77340
 KAREN.MILLER@TDCJ.TEXAS.GOV

SUBJECT: CLEAR FOR CONDITIONAL OFFER

*** Sent by Alternate User "[REDACTED]" for [REDACTED] ***
 *** Original Author: [REDACTED] HARGER, CINDY; 12/27/16 01:49pm

A CONDITIONAL OFFER OF EMPLOYMENT MAY NOW BE EXTENDED TO THE FOLLOWING

NAME: ADAWAY, KENNETH C.
 SS#: [REDACTED]
 COMMENTS:

AFTER THE APPLICANT HAS SUCCESSFULLY COMPLETED THE PRE-EMPLOYMENT DRUG TEST AND A DIRECT HIRE OR TRAINING ACADEMY DATE HAS BEEN SCHEDULED, PLEASE ANNOUNCE THE SELECTION RESULTS AND IMMEDIATELY PERFORM THE FOLLOWING STEPS:

COMPLETE AND SEND THE "HR HIRE" EFORM.
 SEND **ORIGINAL** APPLICATION WITH A COPY OF THIS MESSAGE AND THE "HR HIRE" EFORM ATTACHED VIA OVERNIGHT MAIL TO KRISTI BARRON, HUMAN RESOURCES HEADQUARTERS, 2 FINANCIAL PLAZA, SUITE #600, HUNTSVILLE, TX 77340-3558. (RETAIN A COPY FOR SELECTION PACKET)

**PLEASE NOTIFY THIS OFFICE SHOULD THE APPLICANT NOT BE HIRED (I.E. DECLINED, DID NOT PASS PRE-EMPLOYMENT DRUG TEST, ETC.)*

AUTHORITY: PAULA GILBERT
 SECTION DIRECTOR, EMPLOYMENT

*** Comments From: [REDACTED] MILLER, KAREN; 12/27/16 03:03pm

Sent to: [REDACTED] PHELPS, CANDICE (to)
 WESTERFIELD, SHEILA (to)

 *** REQUESTOR: [REDACTED] - PHELPS, CANDICE REHABILITATION PROGRAMS ***

 *** S Y S M I N B A S K E T P R I N T ***

MESSAGE ID: 451A29 1906 DATE: 01/03/17 TIME: 11:41am PRIORITY: 000

TO: [REDACTED] - PHELPS, CANDICE
 HUMAN RESOURCES ASSISTANT
 REHABILITATION PROGRAMS
 2 FINANCIAL PLAZA, SUITE 370
 HUNTSVILLE, TEXAS 77340

FROM: [REDACTED] - WARREN, CAROL
 SUBSTANCE CONTROL OFFICER
 HUMAN RESOURCES/HUNTSVILLE
 2 FINANCIAL PLAZA, SUITE 600
 HUNTSVILLE, TX. 77340

SUBJECT: Reply to ADAWAY

*** Sent by Alternate User [REDACTED] for [REDACTED] ***
 *** Original Author: [REDACTED] - PHELPS, CANDICE; 12/28/16 11:19am

THE FOLLOWING APPLICANT HAS BEEN SCHEDULED FOR PRE-EMPLOYMENT DRUG TESTING:

NAME: ADAWAY, KENNETH C SSN: [REDACTED] N: [REDACTED]
 DOB: [REDACTED]
 ADDRESS: [REDACTED]
 CITY: [REDACTED] STATE: [REDACTED] ZIP: [REDACTED]
 HOME PHONE: [REDACTED] WORK PHONE: () -
 POSITION SELECTED FOR: CHAPLAIN I

UNIT/DEPARTMENT INFORMATION:
 CONTACT PERSON SENDING E-MAIL: CANDICE.PHELPS@TDCJ.TEXAS.GOV
 UNIT/DEPARTMENT: REHABILITATION PROGRAMS DIVISION
 HR REGION: 01
 PHONE NUMBER: (936) 437 - 2882
 DATE/TIME CONDITIONAL OFFER OF EMPLOYMENT WAS MADE: 12 / 28 / 2016
 11:10 X A.M. P.M.
 COLLECTION SITE INSTRUCTED TO REPORT TO: JASPER MEMORIAL HOSPITAL,
 JASPER
 DEADLINE GIVE TO APPLICANT (48 HOURS FROM THE TIME OFFER WAS MADE):
 12 / 30 / 2016 11:10 X A.M. P.M.

COMMENTS:

*** Comments From: [REDACTED] WARREN, CAROL; 01/03/17 11:41am

APPLICANT IS CLEAR FOR HIRE.

Sent to: [REDACTED] PHELPS, CANDICE (to)

Tab 6 – Maness and Beard Email Exchange & Beard’s Duplicity Doubled

These are arranged chronologically. Bold is mine. Text box on right, my interpretation of his words, from my old friend from the Gib Lewis decades ago.

On Mar 2, 2017, at 5:07 PM, Michael Maness <mgmaness3@gmail.com> wrote:

Maness **Warden Beard, an old friend**
Did you get to see my whole application, certificates, letters and resume for the Goodman Unit?

Sincerely,
Michael G. Maness, [409.383.4671](tel:409.383.4671) - mgmaness3@gmail.com

On Mar 2, 2017 5:11 PM, "Robert Beard" <Robert.Beard@tdcj.texas.gov> wrote:

Beard **I don't work there anymore, I understand the position was filled, sometime after I left.**
Thank you for your interest.

Sent from my iPhone

Blunt ... try and hide. His “I understand ... sometime after I left” a poor sidetrack, for he knew.

On Mar 2, 2017, at 5:13 PM, Michael Maness <mgmaness3@gmail.com> wrote:

Maness **Of course, but you interviewed.**
It's a simple question.

Michael G. Maness
[409.383.4671](tel:409.383.4671), mgmaness3@gmail.com - www.PreciousHeart.net

On Mar 2, 2017 5:21 PM, "Robert Beard" <Robert.Beard@tdcj.texas.gov> wrote:

Beard **If it was part of your application then yes. Honestly I don't remember. Is this about the application or the position?**

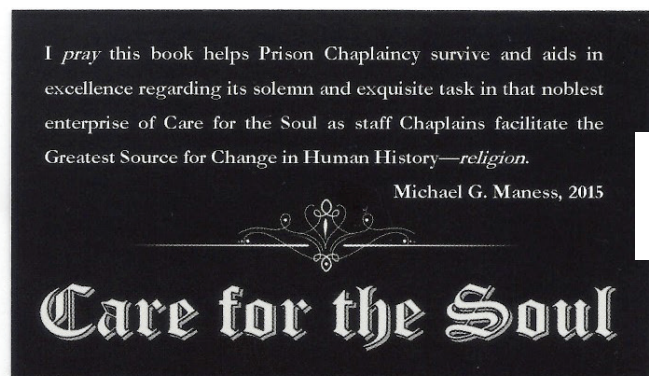
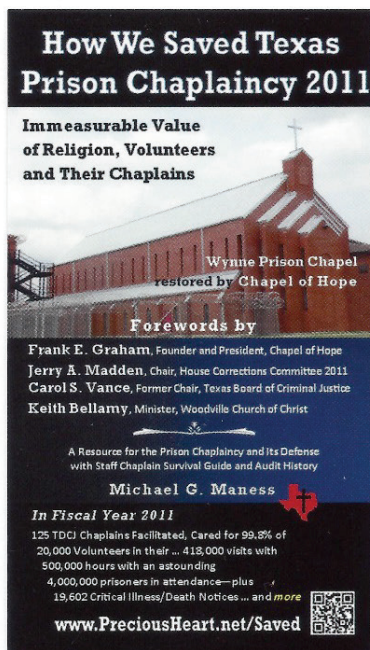
Sent from my iPhone

Oh, of four interviews and his ANXIOUS email Blunt ... try and hide. His “I understand ... sometime after I left” a lie, for he knew. Or, worse, he did NOT read them.

On Mar 2, 2017, at 5:29 PM, Michael Maness <mgmaness3@gmail.com> wrote:

Maness **Thanks ... It was about the application ...**
Have a great day.

Michael G. Maness
[409.383.4671](tel:409.383.4671), mgmaness3@gmail.com - www.PreciousHeart.net



Tab 7 – Warden Robert Beard TDCJ Assignment History

9-10-1984 to present 4-2017 = coming on 33 years = after 3 years as a Senior Warden,
That means he'll retire in about May-June of 2019 with 35 years ... not long to investigate

(A) TDC01MPW - PASSPORT

Thursday, February 09, 2017, 10:59:53 AM

CSPAY20B/PAY20B
[REDACTED] 1MPWTEXAS DEPARTMENT OF CRIMINAL JUSTICE
ASSIGNMENT HISTORY BY EMPLOYEE - ASGNLS02-09-2017
10:59:51

SSN: [REDACTED] NAME: ROBERT G BEARD JR

EFF DATE	SEQ	REASON	POS NUM	UNIT/ PDC	JOB CLASS	TB-GRP STEP	FTE	SALARY	PAID
10-01-2016	10	AC/025	017084	SB/SB	4551	B25/00	1.00	06426.50	PAID
09-01-2016	10	AC/038	017084	SB/SB	4551	B25/00	1.00	06140.86	PAID
09-01-2016	04	FY/Y17	017101	GG/GG	4551	B25/00	1.00	06140.86	PAID
04-01-2016	10	AC/020	017101	GG/GG	4551	B25/00	1.00	06140.86	PAID
09-01-2015	06	AC/034	020520	R3/R3	4550	B23/00	1.00	05363.70	PAID
09-01-2015	04	FY/Y16	020520	R3/R3	4550	B23/00	1.00	04966.39	PAID
09-01-2014	04	FY/Y15	020520	R3/R3	4550	B23/00	1.00	04845.26	PAID
09-01-2013	04	FY/Y14	020520	R3/R3	4550	B23/00	1.00	04845.26	PAID
09-01-2012	04	FY/Y13	020520	R3/R3	4550	B23/00	1.00	04614.54	PAID
09-01-2011	04	FY/Y12	020520	R3/R3	4550	B23/00	1.00	04614.54	PAID
09-01-2010	06	AC/034	020520	R3/R3	4550	B23/00	1.00	04614.54	PAID
09-01-2010	04	FY/Y11	020520	R3/R3	4550	B23/00	1.00	04458.50	PAID
06-01-2010	10	AC/038	020520	R3/R3	4550	B23/00	1.00	04458.50	PAID
06-01-2010	10	AC/038	020520	R3/R3	4550	B23/00	1.00	04458.50	PAID
09-01-2009	06	FY/Y10	020501	J4/J4	4550	B23/00	1.00	04458.50	PAID
09-01-2009	04	AC/002	020501	J4/J4	4550	B23/00	1.00	04458.50	PAID
07-01-2009	10	AC/020	020501	J4/J4	4550	B14/00	1.00	04207.34	PAID
09-01-2008	04	FY/Y09	024038	R3/R3	4513	B10/00	1.00	03423.66	PAID
05-01-2008	10	AC/038	024038	R3/R3	4513	B10/00	1.00	03356.53	PAID
09-01-2007	04	FY/Y08	024105	EN/EN	4513	B10/00	1.00	03356.53	PAID
09-01-2006	04	FY/Y07	024105	EN/EN	4513	B10/00	1.00	03290.72	PAID
09-01-2005	10	AC/020	024105	EN/EN	4513	B10/00	1.00	03194.88	PAID
09-01-2005	04	FY/Y07	024105	EN/EN	4513	B10/00	1.00	03075.60	PAID
09-01-2004	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2003	20	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2003	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2003	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2002	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
02-01-2002	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2001	30	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2001	20	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2001	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID
09-01-2000	10	AC/038	024105	R3/R3	4513	B10/00	1.00	03075.60	PAID

Senior
WardenAssistant
Warden

What does this mean? ... He MIGHT have been promoted just to be TOLD not to follow policy. Knowing, from Reg. Chaplain Rose's sloppy, illegal manipulation of the Adaway's CVCA documents AND from Beard's emails to RUSH hiring of Adaway.

**Well? – was Beard hired to violate policy for his MENTOR?
Only to be determined by a real OIG investigation.**

It is not the first time a "hiring" was done NOT because of PD 71 policy to choose the best, but to HIRE for the administrator's pleasure or favor. I've only documented a few in Chaplaincy, not all there or in the other places many have seen.

Beard took 31+ years to make Senior Warden, his life goal. I actually know why, too, to be told only the strictest confidence. I **know for a fact Beard worked HARD**, much harder than many promoted long before him. But that is a dead rabbit to chase here, the real issue being his violations this time and the **LARGEST issue is those who manipulated him—the most crucial exposure!**

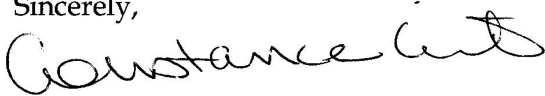
Mr. Maness,

Attached is the information responsive to your request dated February 8, 2017.

Data prior to Fiscal Year 2001 is not available in TDCJ's Personnel and Payroll System. Below is the requested information prior to that date:

<u>DATE</u>	<u>ACTION</u>	<u>POSITION</u>	<u>UNIT</u>
09-10-1984	NEW HIRE	CO I	BETO UNIT
10-10-1984	PROMOTION	CO II	BETO UNIT
03-10-1985	PROMOTION	CO III	BETO UNIT
03-01-1988	PROMOTION	SGT	BETO UNIT
08-01-1988	TRANSFER	SGT	SKYVIEW UNIT
08-01-1990	TRANSFER	SGT	LEWIS UNIT
05-15-1997	PROMOTION	LT	LEWIS UNIT

Sincerely,



Constance Cirrito, HRS II
Employee Services / Records

Tab 8 – PD-71 – Notes of Violations Clarified for the Blind

49 pages of PD 71 with color annotations on violations by newly minted Senior Warden Glenn Beard and Reg. Chaplain Rose ... Cannot be clearer.

So much more could be said and refined here.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
PD-71 (rev. 12), "SELECTION SYSTEM PROCEDURES"
SEPTEMBER 1, 2015

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Sophisticated Policy!

A LOT of work, real "work" went into this by many TDCJ employees refined over several decades. "Work"-- something I really know something about. This was VERY EXPENSIVE. I had more qualifications than the selected when I hired 25 years ago!

Yet, for the Goodman Unit selection of Chaplain a few months ago, **THIS POLICY WAS TRASH**. Except for the line staff that prepared the docs for the interviewers (and whoever deleted portions of the full application that I sent which was apparently stolen and destroyed) ...

vvvv..... HEAR THISvvvv

Newly minted Senior Warden Beard violated PD 71 at least 12x TOTALLY ignoring it and so many other policies as well as tossing honor out the window, and Regional Chaplain Rose did too. And Mr. Gattis simply trusted them in his violation without really checking the violating behavior.

THE MOST IMPORTANT PART OF THIS EXPOSURE

Beard and Rose did NOT act alone!

Worse, this was NOT the first time in Chaplaincy!

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Sophisticated Policy!

Look at this ... it is very detailed. Why? Because honor and fair treatment is a TDCJ value. Why? Because it the policy and law and spirit of the policy and law of Texas and TDCJ to HIRE THE BEST.

For 20 years several--including Marvin Dumbor--have exempted Chaplaincy from the Texas and TDCJ laws, policies and spirits of all in hiring many--MANY!

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TEXAS DEPARTMENT
OF
CRIMINAL JUSTICE

NUMBER: PD-71 (rev. 12)
DATE: September 1, 2015
PAGE: 1 of 46
SUPERSEDES: PD-71 (rev. 11)
April 1, 2008

EXECUTIVE DIRECTIVE

SUBJECT: SELECTION SYSTEM PROCEDURES

AUTHORITY: Tex. Gov't Code §§ 411.089, 493.001, 493.006(b), 493.007, 656.002, 657.002-.003, 657.0045-.0047, 657.010, 659.256, 672.002, 672.004, 812.205; Tex. Lab. Code §§ 21.001-.556; *Immigration Reform and Control Act of 1986, Simpson-Mazzoli Act*, 8 U.S.C. § 1101; *Uniformed Services Employment and Reemployment Rights Act*, 38 U.S.C. §§ 4301-4334; *Americans with Disabilities Act of 1990, as amended*, 42 U.S.C. §§ 12101-12117; *Civil Rights Act of 1964, as amended*, 42 U.S.C. §§ 2000e-17; *Civil Rights Act of 1991*, 42 U.S.C. §§ 1981-1983; *General Appropriations Act*

Reference: American Correctional Association Standards 4-4057 and 4-4061

APPLICABILITY: Texas Department of Criminal Justice (TDCJ) positions other than correctional officer (CO) positions or parole officer (PO) career ladder positions (see PD-73, "Selection Criteria for Correctional Officer Applicants," and PD-72, "Employee Salary Administration")

EMPLOYMENT AT WILL CLAUSE:

These guidelines do not
employment. The TDCJ
time.

Nothing in these guidelines
or revise human resource
internal operations of the
executive director's, deputy
employee at will.

Sophisticated Policy!

Look at all the laws ... the work of many legislators over many decades. Oh, and ACA standards too, where the American Association of Correctional Chaplains was the **FIRST** affiliate of ACA in the 1800s, but has not been well supported.

FACT--at one point, only Vance Drum and Maness were certified ACCA Chaplains. Yet credentials actually hurt applicants in Chaplaincy advancement, at least for the last 20 years, well documented by only one, sadly.

POLICY:

The TDCJ promotes equal employment opportunity through a selection system designed to achieve employment without regard to race, color, religion, sex (gender), national origin, age, disability, or genetic information. In addition, the TDCJ complies with the provisions of applicable federal and state laws relating to employment and reemployment entitlements for prospective, current, or former members of the uniformed services.

The TDCJ has zero tolerance for all forms of employment discrimination in the selection process, and harassment or retaliation is prohibited. No employee or applicant for employment shall be subjected to harassment or retaliation for opposing or reporting employment discrimination in the selection process.

DEFINITIONS:

“Administrative Supervision” is the supervision of a dual supervised employee by supervisors responsible for ensuring an employee’s adherence to the daily operational and safety guidelines for the unit or department of assignment.

“Americans with Disabilities Act” (ADA) is the federal statute passed in 1990 and amended by the ADA Amendments Act of 2008, that prohibits discrimination on the basis of disability against qualified individuals with a disability, and requires reasonable accommodation for qualified individuals with disabilities, after a determination has been made that the qualified individual can perform the essential functions of the position held or desired, with the reasonable accommodation requested.

“Document Screening” is a process used to reduce the number of qualified applicants to be interviewed by: (a) further reviewing the applications of applicants who met the minimum qualifications; and (b) determining if the applicants meet an established set of higher qualifications.

“Dual Supervised Position,” for the purpose of this directive, is a position departmentally budgeted, assigned to a unit, Correctional Institutions Division, the Parole Director’s office, or the Parole Division, and reports to the department head for technical supervision and to the warden, regional director, or designee for administrative supervision.

“ERS Retiree” is an outside applicant for a posted position who retired from state employment through the Employees Retirement System of Texas (ERS).

“Essential Functions” are the fundamental job duties of a position an applicant or employee is required to be able to perform either with or without a reasonable accommodation.

“Foster Child Employment Preference,” for the purpose of this directive, is the preferential consideration for employment given, when all factors taken into consideration for selection of an applicant are equal, to an applicant currently 25 years of age or younger who was under the

Assuming selection
of HIGHEST qualified

permanent managing conservatorship of the Texas Department of Family and Protective Services on the day preceding the applicant's 18th birthday.

"Human Resources Representative" is the employee assigned to coordinate certain human resources activities at the unit or department level.

"Inside Applicant" is a current TDCJ employee who is seeking promotion, lateral transfer, or voluntary demotion consideration for a posted position. An employee of the Texas Board of Pardons and Paroles (BPP) in a position shall be considered an inside applicant.

Sophisticated Policy!
Even includes "Job Descriptions" that ...
oh, dare I spell that out here too?

"Interagency Transfer" is the movement of an employee from one state agency to another state agency without a break in service. An interagency transfer may consist of a promotion, demotion, or lateral transfer.

"Job Description" is a TDCJ document defining the job summary, essential functions, minimum qualifications (education, experience, knowledge, and skills), and additional requirements with or without reasonable accommodations in reference to a specific position within the TDCJ. The "Additional Requirements With or Without Reasonable Accommodation" section identifies the physical and mental characteristics necessary to perform the essential functions of that position, special conditions, and equipment used in performing the essential functions.

"Job Posting" is an announcement of position availability that includes basic information regarding the position's minimum qualifications and application procedures in addition to location and salary information and the corresponding military occupational specialty code.

"Lateral Transfer" is the movement of an employee from one position to another position of like grade and salary group, such as A15 to B15, in the same salary group. Lateral transfers are made by applicants, and the employee must be selected in accordance with this directive. A lateral transfer in the form of an administrative reassignment shall be into a position with a lower or same established salary rate in the same salary group, such as A15 to B15.

***Minimum?* ... if crooked Regional Chaplain Rose had NOT lied and manipulated the Chaplaincy policy the CVCA speed-certification of Mr. Adaway, then Adaway would NOT have had his **TWO WEEKS** as a VOL. Chaplain on his miniscule resume.**

"Line of Supervision" is the chain of authority within an employee's administrative or technical field.

"Military Occupational Specialty Code" is a code used by the military to identify a specific job.

"Minimum Qualifications" is the minimum level of education, experience, training, knowledge, and skills required or preferred for a position. Minimum qualifications are included in each job description.

***Really?* ... Look again at the selection documents that state Adaway's "**EXPERIENCE**" as a deciding factor. **ET Phone Home!** Beard & Rose lied there, simple, obvious--they *knew* better! Experience, education had ZERO BEARING on their selection!**

“Minimum Qualifications Screening” is the process used to determine, based on documentation provided, whether an applicant for a posted position meets the minimum qualifications and certain eligibility criteria for the position.

“Non-Targeted Career Position” is any TDCJ position that is not a targeted career position.

“Outside Applicant” is a person other than a TDCJ employee, or BPP member or employee, seeking interagency transfer, employment, or reemployment consideration for a posted position. For the purpose of employment processing, a Windham School District employee is considered an outside applicant.

“Postings Coordinator” is an employee within the Employment Section, Human Resources Division, who is assigned the duty of coordinating TDCJ job posting procedures.

“Promotion” is a change in the duty assignment of an employee from one classified position to another classified position that: (a) is in a higher salary group with at least a 3% salary increase into or within Salary Schedule A or at least a 3.4% salary increase into or within Salary Schedule B; (b) requires higher qualifications, such as greater skill or longer experience; and (c) involves a higher level of responsibility.

“Qualified Applicant” is a person who meets the eligibility criteria and all of the minimum qualifications established for a position.

“Selection System Administrator” is the administrator within the Employment Section, Human Resources Division, who is assigned the duty of coordinating the TDCJ selection system and is designated as the custodian of record for selection packets.

“Study Material” is any job-related document provided to applicants to familiarize them with specific aspects of the vacant position.

“Substance Control Officer” (SCO) is a TDCJ employee in Employee Relations, Human Resources Division, who is responsible for coordinating TDCJ alcohol and drug testing programs.

“Supervisor of Correctional Officers” is any of the following positions: sergeant, lieutenant, captain, major, assistant warden, and warden.

“Technical Supervision” is the supervision of a dual supervised employee by supervisors responsible for ensuring an employee adheres to technical policies and procedures, and is trained to perform specialized or technical essential functions, such as functions directly related to agriculture, human resources, industry, or maintenance, and for evaluating and monitoring an employee’s performance of such job duties.

“Uniformed Services” means the U.S. armed forces, the Army National Guard, the Air National Guard, the Texas National Guard, the Texas State Guard, the commissioned corps of the Public

Health Service, and any other category of persons designated by the president in time of war or emergency.

“Veteran’s Employment Preference,” for the purpose of this directive, is the preferential consideration for employment given, when all factors taken into consideration for selection are equal, to the following: (a) a veteran, who was honorably discharged and served in the U.S. armed forces or in an auxiliary service or reserve component of one of the branches, to include a veteran with a disability, who is classified as service-connected disabled by the U.S. Department of Veterans Affairs, its successor, or the branch of the service served; (b) a veteran’s surviving spouse who has not remarried; and (c) an orphan of a veteran killed while on active duty.

“Veteran’s Liaison” is an employee within the Human Resources Division who is assigned the duty of coordinating the TDCJ veteran’s recruitment program.

“Voluntary Demotion” is an employee requested change in duty assignment from one classified position to another classified position in a salary group with a lower established salary rate. A voluntary demotion in the form of an administrative reassignment shall only be into a position with a lower or same established salary rate in a lower salary group. Voluntary demotions are requested by employees for personal reasons and are not a result of disciplinary action.

“Worksite Visit” is a visit conducted between a posted position’s supervisor or designee and a potential applicant to provide the potential applicant the opportunity to view the worksite and obtain specific information about the position and the position’s unit, department, or division.

PROCEDURES:

I. General Provisions

A. Standard Forms Used in the Selection Process

The Human Resources Division director or designee shall annually review the standard instruments, such as forms, used in the selection process to ensure the instruments are in compliance with TDCJ policies and procedures and equal employment opportunity (EEO) laws.

B. Selection Process Participants

1. Contact Person

- a. A posted position’s contact person is the employee designated on the job posting as the employee responsible for providing potential applicants with the State of Texas Application for Employment forms, the job description, study material, information regarding worksite visits, and to whom the State of Texas Application for Employment for the posted position should be submitted. In

**These are
POLICIES**

addition, the contact person may perform certain selection processing actions regarding the posted position, such as minimum qualifications screening, or delegate those actions to another qualified employee.

b. The following may serve as a contact person:

(1) Non-Dual Supervised Positions

A designated employee assigned to the unit or department where the vacancy exists.

(2) Dual Supervised Positions Salary Groups A10/B10 and Below

The unit or departmental human resources representative.

(3) Dual Supervised Positions Salary Groups A11/B11 and Above

The departmental human resources representative.

c. Upon a determination that the contact person is an applicant or is related to an applicant as indicated on the TDCJ Nepotism Chart

What mattered was Beard's and Rose's allegiances to their master-handlers, their mentors, not any allegiance to TDCJ or to Texas and their laws and policies, NOT any allegiance to HONOR--they could not stand on their own.

**How many times before?
I've documented only a dozen ...**

ism”), the contact person shall selection process actions for the selection process. The contact person employee, who is not an applicant in the selection process actions performed by the contact person.

2. Selection Reviewer

The selection reviewer is responsible for reviewing the selection packet to verify that each step of the selection process was conducted in compliance with TDCJ policies and procedures. In addition, the selection reviewer is responsible for conducting certain selection process actions, such as document screening or interviewing, or delegating all or some of these actions to the contact person or a primary interviewer. **An employee shall not serve as a selection reviewer until the employee has completed the PD-71 Manager's Training.**

**What is this?
Interviewers
KNEW this policy**

a. Non-Dual Supervised Positions

- (1) If the position is in salary group A18/B18 or lower, or salary group C3 or below, the selection reviewer shall be a TDCJ administrator who is in a position in salary group A19/B19 or above, or salary group C4 or above, and who is in the position's line of supervision.
- (2) If the position is in salary group A19/B19 or above, or salary group C4 or above, the selection reviewer shall be the supervisor of the position.

b. Dual Supervised Positions

The warden, CID regional director, or Parole Division designee (administrative line of supervision) shall serve as the selection reviewer.

The selection reviewer for dual supervised positions in the Rehabilitation Programs Division, Administrative Review and Risk Management Division, and the Manufacturing and Logistics Division shall be the appropriate department head (technical line of supervision), due to the specialized nature of the positions within these divisions.

3. Interview Participants

An employee shall not serve as an interview participant until the employee has completed the PD-71 Manager's Training.

REPEATED
Interviewers
KNEW this policy

a. Primary Interviewer

The primary interviewer shall record interview responses and make the selection decision. The primary interviewer may be the same employee as the selection reviewer or may be an employee designated by the selection reviewer. If designated by the selection reviewer, the primary interviewer shall be an employee in a supervisory position with a higher established salary rate than the position being filled.

(1) Non-Dual Supervised Positions

If the vacancy is a non-dual supervised position, any supervisor in an appropriate salary group within the selection reviewer's chain-of-command may be designated

as the primary interviewer. The primary interviewer is not required to be in the vacant position's line of supervision.

(2) Dual Supervised Positions

Here--Regional Chaplain Rose was THERE but did NOTHING! If this was the ONLY part of the policy Rose violated, by being a mouse--no one would have noticed.

But he was in TOTAL league with Beard in TOTALLY violating PD 71 given the LIGHT YEARS of difference between the novice they chose compared to the three who had GIVEN THEIR ADULT LIVES TO THE PROFESSION.

And Rose also violated many policies PRIOR in his falsification and manipulation of Chaplaincy policy and documents to favor Adaway whom Rose barely knew.

Interviews for dual supervised positions in salary groups A11/B11 and above shall include an employee representing the administrative line of supervision and an employee representing the technical line of supervision. One employee may not represent both lines of supervision.

Interviews for dual supervised positions in salary groups A10/B10 and below should include an employee representing the administrative line of supervision and an employee representing the technical line of supervision. If either line of supervision declines to participate, the declining line of supervision shall provide the participating line of supervision with a "Note to Selection File" documenting the decline. This "Note to Selection File" shall be made a part of the selection packet.

b. Co-Interviewer

A co-interviewer participates in interviews only when the vacant position is a dual supervised position. The co-interviewer represents the technical or administrative line of supervision. A co-interviewer shall be in a position with the same or a higher established salary rate as the position being filled. Only one employee may be designated as the co-interviewer for a job posting, and the co-interviewer shall participate in each interview resulting from the same job posting.

c. Additional Representation

The selection reviewer or primary interviewer may elect to have an additional representative present during the interviews. An additional representative shall be in a position with the same or a higher established salary rate as the position being filled. If participation by an additional representative is elected, the additional representative shall participate in each interview for the position.

C. Assistance

Help was available if they had trouble

Requests for assistance with the implementation of the procedures within this directive should be directed to the selection system administrator.

D. Rescinding an Applicant's Selection

Well now? Clearly, this policy was not followed ...

If the Human Resources Division director determines the provisions of this directive were not adhered to during a selection process, the human resources director shall coordinate with the selection reviewer to rescind an applicant's selection and implement corrective action.

How do we do THIS?
Is it too late ... ???
Who cares to LOOK?

Position Announcement Guidelines

A. Required Job Description

**There is NO Statute of Limitations
on the HR Director's or even the Executive Director's
AUTHORITY**

to "rescind" and "implement corrective action."

Of course, someone had to do the WORK of whistleblowing and put together the documents, for no one in Chaplaincy admin. will, certainly not Mr. Marvin Dumbar. You all will only have more cover up if Dumbar is selected as Div. Dir.--FACT!

resources
Resources
"Employee

request to Fill
on, such as
specify the

following:

1. Whether the position is to be posted. The TDCJ is not required to post temporary positions or administrative reassignments.
2. If the position is to be posted, whether the position is to be posted as available to lateral transfer and voluntary demotion applicants only or as available to both inside and outside applicants.

a. Lateral Transfer and Voluntary Demotion Applicants Only

The posted position shall be available only to inside applicants who are currently in the same or higher salary group than the posted position. If the position is a dual supervised position, both the technical and administrative lines of supervision shall agree to post the position for lateral transfer and voluntary demotion applicants only. The position shall be posted for at least five calendar days.

b. Inside and Outside Applicants

The posted position shall be available to inside and outside applicants. If the position is dual supervised, both the technical and administrative lines of supervision shall agree to post the position to inside and outside applicants. The position shall be posted for at least 10 calendar days.

3. Whether the position is designated as a veteran's position. The TDCJ may designate an open position as a veteran's position and only accept applications for that position from individuals who are entitled to a veteran's employment preference.

Division directors shall coordinate with the Selections Program Area, Human Resources Division, prior to designating a position as a veteran's position.

4. Whether worksite visits are to be conducted. The manager of a posted position has the option to offer all interested applicants the opportunity for a worksite visit. Worksite visits can be conducted only if a statement is included in the posting that worksite visits shall be conducted in accordance with Section IV of this directive.
5. Whether study material is to be provided. Study material can be provided only if a statement is included in the posting that study material is available.
6. Whether telephonic interviews are to be conducted.
7. Whether a job-related test is to be used in the selection process. If a test is used, the Request to Fill eform shall specify if the test is: (a) written, oral, or a demonstration; or (b) any combination thereof. If the test is written, the eform shall specify whether the test requires use of a computer. A job-related test can be used only if a statement is included in the posting that a job-related test shall be conducted.

A job-related test shall not be administered unless the test has been reviewed and approved by the selection system administrator or designee.

8. If overnight travel is required, whether it is moderate or extensive. Moderate overnight travel routinely requires one or two nights per week, and extensive overnight travel routinely requires more than two nights per week.
9. Contact person designation.

C. Routing and Approval of the Request to Fill Eform

The appropriate human resources representative shall route the Request to Fill eform to the postings coordinator in accordance with the TDCJ Request to Fill Guidelines, which are available on the TDCJ Human Resources Representative Information website. The postings coordinator shall:

1. Ensure the Request to Fill eform includes complete and accurate information;
2. If the Request to Fill eform specified the vacancy is to be posted, use the information provided on the eform to prepare and post the position vacancy announcement as available to lateral transfer and voluntary demotion applicants only or as available to both inside and outside applicants; and
3. Inform the requestor of the earliest date the position may be filled in the following manner:
 - a. If the position is posted, the posting shall include a statement identifying the earliest date the position may be filled.
 - b. If the position is not posted, the Request to Fill eform shall be returned to the requestor along with a statement indicating the request has been approved and identifying the earliest date the position may be filled.

D. Posting Extensions, Reopenings, and Cancellations

1. Extensions Before the Closing Date

The appropriate human resources representative may complete the REQ2EXTEND eform to extend a closing date. The completed eform shall be routed as specified by the appropriate division and submitted to the postings coordinator. If the eform is received by the closing date, the postings coordinator shall extend the closing date of the position.

2. Reopenings After the Closing Date

A posting shall be extended instead of reopened whenever possible. However, a posting may be reopened after the closing date when the applicant pool for a posted position is insufficient and neither document screening nor interviews have been conducted. The appropriate human resources representative shall complete the REQ2REOPEN eform, verifying that neither document screening nor interviews have been

conducted. The human resources representative shall route the eform to the postings coordinator in accordance with the Request to Fill Guidelines.

3. Request for Job Posting Cancellation

The appropriate human resources representative shall complete the REQ2CANCEL eform to request a job posting cancellation, which shall include a justification for the request. The human resources representative shall route the eform to the postings coordinator in accordance with the Request to Fill Guidelines. If the request is a result of an approved job description revision, administrative reassignment of an employee into the position, including an ADA accommodation, TDCJ reorganization, or deletion of the vacant position, the selection system administrator or designee shall approve the request for cancellation. A request for cancellation based on any other reason shall be approved by the selection system administrator or designee only when no other option is feasible.

III. Access to Job Postings and Other Information

A. Mainframe Access to Job Postings

Job postings are made available through the TDCJ Mainframe Bulletin Board, which is available to employees who have mainframe system email access or who have access to common use area terminals.

B. Internet Access to Job Postings

Applicants may also access position vacancy information through the TDCJ website at www.tdcj.texas.gov or the Texas Workforce Commission's (TWC) Work in Texas website at www.workintexas.com on any personal computer with Internet access or through terminals located at the Human Resources Division headquarters.

C. Access to Other Information

An applicant may obtain the State of Texas Application for Employment forms, job description, study material, and information regarding worksite visits from the contact person as directed in the job posting. Additional questions from veteran applicants may be directed to the TDCJ's veteran's liaison.

IV. Worksite Visits

If the job posting stated worksite visits will be conducted, all applicants who request a worksite visit shall be given equal opportunity for such a visit.

- A. The same general information shall be presented to each applicant during a worksite visit. Applicants should also be encouraged to ask any questions. However, the applicant may not be asked questions that could be perceived as being part of the interview and selection decision process.
- B. Worksite visits may be conducted after the position has been posted and may continue until the minimum qualifications screener provides the employment application packets for all qualified applicants to the selection reviewer.
- C. The primary interviewer shall not give preferential consideration in the selection process to applicants who participate in a worksite visit as compared to applicants who did not participate in a worksite visit.

V. Application Process

A. All Applicants

- 1. An applicant shall submit the State of Texas Application for Employment and any other required documents to the contact person or designee by the closing date and time as directed in the job posting.
 - a. An applicant shall not use the following to submit an employment application packet to the contact person or designee:
 - (1) First class or certified mail postage or an external overnight delivery service paid or supplied by the state; or
 - (2) TDCJ mail service, either hand delivery courier or truck mail.
 - b. An applicant may fax a copy of the employment application packet to the contact person or designee; however, an applicant shall not use a TDCJ fax machine for this purpose.
 - c. An applicant, including a current employee applying for another agency position, may submit an online application through the Texas Workforce Commission's (TWC) online system. Applicants applying through the TWC online application process must also ensure that all required documents and the TDCJ Employment

Application Supplement are submitted to the contact person or designee listed on the job posting.

All online applications shall be forwarded by the Selections Program Area to the contact person or designee.

2. Any applicant who provides false or inaccurate information or documentation when applying for a posted position shall be disqualified from consideration for that position. An outside applicant shall also be disqualified from employment consideration for any other TDCJ position for a minimum period of one year from the applicant signature date on the State of Texas Application for Employment. A disqualified employee may be subject to disciplinary action in accordance with PD-22, "General Rules of Conduct and Disciplinary Action Guidelines for Employees."

B. Current Employees

An employee serving disciplinary probation as of the posted position's closing date or selection effective date shall not be eligible for selection if the move would result in a lateral transfer or promotion. If the move would result in a voluntary demotion, disciplinary probation shall not affect the employee's eligibility for the position.

C. Job Postings Requiring Proof of Typing Skills

In order to be considered for a position requiring proof of typing skills, the applicant shall attach appropriate documentation to the State of Texas Application for Employment when it is submitted for employment consideration. The documentation shall verify that the applicant has taken and passed a TDCJ recognized typing test.

Inside and outside applicants for such a position may elect to have a typing test administered:

1. On a computer or typewriter by any TDCJ human resources representative; or
2. By any TWC office to include the Texas Workforce Center or The Worksource.

VI. Completing the Applicant Log

The contact person or designee shall record the name of each applicant for the posted position on a PERS 288, Applicant Log (Attachment A).

VII. Minimum Qualifications Screening Process

If the TDCJ is currently undergoing a reduction in force (RIF), the contact person or designee shall first conduct minimum qualifications screening for those employees who are eligible for RIF priority consideration in accordance with PD-25, "Reduction in Force Procedures." Employment application packets of all qualified RIF employees shall be forwarded to the selection reviewer for review and interview prior to considering any other applicants. Otherwise, all applications shall be screened to determine whether the applicants meet certain TDCJ eligibility criteria and the minimum qualifications as of the closing date.

A. Documents Detached Prior to Minimum Qualifications Screening

Prior to minimum qualifications screening, the contact person or designee shall detach and retain each of the following documents from all employment application packets:

1. The PERS 282A, Additional Offender Information form;
2. The Applicant EEO Data Form, if submitted by the applicant;
3. Copy of the applicant's driver license, unless the position's minimum qualifications require a driver license;
4. Copy of the applicant's social security card;
5. Any attached documentation relating to an applicant's criminal history. If the applicant's information provided on the State of Texas Application for Employment relates to a criminal history, the contact person or designee does not need to conceal the information;
6. Copy of documentation of Selective Service Registration, if applicable;
7. Copy of birth certificate, if applicable; and
8. Copy of high school diploma or GED certificate.

These documents shall remain in the selection packet; however, they shall not be reattached to the applicant's employment application packet or reviewed by the selection reviewer or interviewers during the selection process unless directed otherwise by the contact person. Any other documents submitted by the applicant shall remain with the applicant's employment application packet for consideration by any selection process participant.

So ALL my MANY
certificates were
available

B. Designation of Minimum Qualifications Screener

1. The contact person or designee shall perform the minimum qualifications screening. The contact person or designee should have sufficient knowledge of the job requirements to perform this function.
2. The minimum qualifications screener shall review and sign the PERS 215, Minimum Qualifications Screening Instructions (Attachment B) prior to conducting minimum qualifications screening.

C. Proof of Education and Certification

POINT:
I was the **ONLY**
one who was a
Certified
Correctional
Chaplain by
the **Assoc. of**
Correctional
Chaplains of
America, the
first affiliate of
the **American**
Correctional
Association
Not even the
Regional
Chaplain
interviewing
had that
credential

Applicants shall not be screened out for failure to attach transcripts, diplomas, licenses, or other proof of education or certification.

My resume with
LONGER list was
also attached

Items to be Screened

The following items shall be screened in addition to the position's minimum qualifications.

1. Felony Conviction

The minimum qualifications screener shall review each applicant's answer to the felony conviction question on the State of Texas Application for Employment (page 1) and shall request assistance from the Employment Section if any applicant provided a "yes" answer.

2. Nepotism

An applicant who is ineligible due to a nepotism violation in accordance with PD-26, "Nepotism," shall be disqualified.

3. Former Employee

If an applicant is a former TDCJ employee, the minimum qualifications screener shall use the TDCJ Payroll/Personnel System (PPS) Personnel Accounting Information (ACCT) screen in the mainframe system to review the applicant's final payroll status code. If the ACCT screen shows no final payroll status code on the applicant, the minimum qualifications screener shall contact the Selections clearance area at Human Resources Division headquarters.

Any former employee with a status code of DS067 (termination for cause) shall be disqualified. The contact person listed on the job posting shall fax

the entire application, EEO sheet, and applicable supplement(s) to the Selections clearance area at Human Resources Division headquarters.

4. TDCJ Retiree

If an applicant is a TDCJ retiree who is applying for reemployment to the same position and same location from which the applicant retired, the minimum qualifications screener shall verify that if the retiree is selected for the position, the retiree's period of employment separation meets the minimum requirements in accordance with PD-84, "Reemployment and Selection of Retirees."

5. Uniformed Services

If an applicant is a former employee who separated from the TDCJ in order to enter the uniformed services, and returned to TDCJ employment in accordance with the time limits established in PD-76, "Employment and Reemployment of Members of the Uniformed Services," the screener shall count the time period the employee was separated from TDCJ employment and performing uniformed services duties as accrued state service time.

E. Applicant Screening Form

The minimum qualifications screener shall complete a PERS 300, Applicant Screening Form (Attachment C) for each applicant who did not meet the minimum qualifications or who was determined to be ineligible for the position. The PERS 300 shall be attached to the disqualified applicant's State of Texas Application for Employment.

F. Updating Applicant Log

Following the minimum qualifications screening, the contact person shall:

1. Document the applicant's status by entering the status information on the PERS 288, Applicant Log;
2. Forward the updated PERS 288 and the employment application packets for all qualified applicants to the selection reviewer; and
3. Retain all employment application packets for disqualified applicants.

G. No Qualified Applicants

1

When I reapplied for the Gib Lewis 2 years ago, there were 3 applicants.

...

The warden tried to cancel ... I wrote the exec. dir. that all 3 WERE qualified.

...

He was forced to interview the 3.

...

I was most qualified then, too.

...

One chosen had military & 1 year as an TDCJ officer.

Position Posted for Lateral Transfer and Voluntary Demotion Only

If there are no applicants or no qualified applicants, the appropriate human resources representative should complete the REQ2REPOST eform to repost the position. The human resources representative shall route a completed REQ2REPOST eform to the postings coordinator in accordance with the Request to Fill Guidelines. The reposted position may be available to lateral transfers and voluntary demotions only or to both inside and outside applicants. However, if the position was dual supervised, the determination shall be made by the selection reviewer with concurrence from the other line of supervision.

Position Posted for Inside and Outside Applicants

If there are no applicants or no qualified applicants, the selection reviewer may approve one of the following:

- a. Reposting the position; or
- b. Having the position, not the job posting, remain open for a period not to exceed 90 calendar days to allow an opportunity for qualified applicants to be recruited for the position. If more than one qualified applicant is recruited during the 90-calendar day period, the selection reviewer or designee may interview some or all of the qualified applicants. During the 90-calendar day period:
 - (1) The position may be filled by a qualified inside applicant currently in a position with the same or higher salary group as the posted position via an administrative reassignment in accordance with PD-79, "Employee Transfers and Reassignments;"
 - (2) A qualified outside applicant may be offered the position in accordance with the procedures within this directive; or
 - (3) The selection reviewer or designee may request that the position be reposted before the 90-calendar day period expires.

VIII. Appointments

After a position in salary group A17/B17/C4 or reviewer may obtain written approval from the director, or appropriate division director to appoint

- A. Minimum qualifications screening shall be the discretion of the selection reviewer, document screening, interviews, or follow-
- B. Although specific forms are not required, a qualified applicant to the position, any intent to justify the selection of the chosen applicant, employment preference or veteran's employment and included in the selection packet submitted

Not intended as a LOOP HOLE, it was used to promote the UNDER qualified Michael Rutledge to Assistant Director of Chaplaincy ... from Chaplain 1 with so very teeny tiny TDCJ chaplain experience

... His previous application for Regional Chaplain was hand written, nearly illegible, and betrayed a wanderer

... Also, now years in as "Asst. Dir." in a department with no "Director" ... only a Dr. Vance Drum as Manager who, himself, outside of the agency designates himself as "Director of Chaplains"

... Sad is not the word for this ...

IX. Veteran Appointments

The TDCJ may hire or appoint for an open position entitled to veteran's employment preference work position, if the TDCJ uses the TWC automated (WorkInTexas.com) and determines the individual meets the qualifications required for the position. **Veteran appointments shall be at the division director's discretion and shall be coordinated through the Selections Program Area, Human Resources Division.**

X. Document Screening

The selection reviewer or primary interviewer **may elect to interview all** qualified applicants or elect to conduct document screening.

- A. Document screening shall be conducted for **all qualified applicants**. If there are applicants who qualify for veteran's employment preference, the following rules shall apply, as long as the minimum qualifications are met:

Strangely, in my OR requests THIS time, all the military info was redacted??

... I could have appealed that to the Texas AG ... but why?

If the total number of applicants being interviewed for the position is six or fewer, at least one applicant qualified for a veteran's employment preference shall be interviewed.

If the total number of applicants being interviewed for the position is more than six, at least 20 percent of the applicants who qualify for a veteran's employment preference shall be interviewed. (Example: There are a total of 20 qualified applicants and document screening is conducted with a

I am a veteran, too! ... A preference among equal applicants.

... Yet, with 20 YEARS at a prison 4x the size ... equality was NOT a consideration ... as it has NOT been in the last 20 years

two; therefore, both applicants would be interviewed, along with the others meeting document screening criteria.)

As if this really matters

If there are no applicants who qualify for a veteran's employment preference, normal document screening procedures shall be followed.

B. Document screening criteria shall be developed by an individual in a position with the same or higher established salary rate as the position being filled and included in the selection packet. The criteria shall be based upon one or more of the following factors referenced in the job description:

1. Education level;
2. Amount and type of experience or training;
3. Licenses and certifications held; and
4. Typing skills.

If an applicant is a former employee who separately entered the uniformed services, and returned to TDCJ within the time limits established in PD-76, "Employment of Members of the Uniformed Services," the screener shall determine if the employee was separated from TDCJ employment services duties as accrued state service time.

C. Document screening decisions shall be based upon information provided or attached to the State of Texas Application for Employment. Applicants shall not be screened out for failure to attach transcripts or proof of education or certification. When conducting document screening for posted positions with a preferred typing speed, the document screener shall compare an applicant's typing speed as claimed on the State of Texas Application for Employment or attached documentation, such as a recent typing test.

D. Document screening shall reduce the qualified applicant pool to no fewer than three applicants.

THIS portion of the POLICY---TOTALLY ignored

...
Applicant chosen was the LEAST qualified by all standards for REAL Chaplains.

...
Moreover, if you look at the emails from Warden Beard, you will see HE concurs (not intentionally) because HE HIMSELF said Mr. Adaway's 20 years as a laundry supervisor and his VOLUNTEER time was PRIMARY.

...
See PD-71 Attach. B below, where "volunteer time" is not considered!

XI. Interview Schedule and Notification of Applicants for Interview

A. Interview Schedule

After the applicants have been selected for interviews, the individual designated by the primary interviewer to coordinate the interview process shall complete the PERS 289, Interview Schedule (Attachment D) and coordinate the notification of applicants for interview.

B. Notifying Inside Applicants

Normally a mainframe system email message of the interview schedule is sent to each inside applicant's human resources representative, who then notifies the applicant of the scheduled interview. If an inside applicant has a mainframe system user ID, a copy of the interview schedule may also be sent to the applicant's user ID. If an applicant is notified in person, by telephone, or email, the applicant's human resources representative should also receive an email notification. Notification emails shall be made a part of the selection packet.

C. Notifying Outside Applicants

Outside applicants shall be notified either in person, by telephone, or by email. Documentation of outside applicant notification or attempts to notify shall be made part of the selection packet.

D. Schedule Conflicts

Interviewers shall accommodate applicants whose interview schedule conflicts with mandatory military or other governmental obligations, such as military leave or jury duty. If it is not feasible to adjust the interview schedule and telephonic interviews are not allowed, the primary interviewer shall contact the selection system administrator to determine the appropriate course of action.

XII. Time Reporting, Travel, and Per Diem for Inside Applicants

If an inside applicant is scheduled for duty at the time of an interview, the applicant shall be authorized work time for the purpose of traveling to and from the interview location and for participating in the interview. The work time authorized shall only include the time the applicant was traveling or participating in the interview during the applicant's regularly scheduled work hours, for a period not to exceed a one-day shift. If the travel and interview time require less than a one-day shift, the applicant shall report to work for the remainder of the workday or receive approval from the employee's supervisor to use accrued leave in accordance with TDCJ leave policies. Neither travel expenses nor per diem are authorized for the purpose of interviewing.

XIII. Conducting the Interviews

A. Developing Interview Questions with Recommended Responses

Prior to conducting the interviews, the primary interviewer may elect to develop a scripted interview opening statement and shall develop interview questions with recommended responses based on training received through the required PD-71 Manager's Training.

Really ... Warden Beard only chose to ask four (4) of the six questions.

...

Regional Chaplain Rose did NOT ask a single question, the in-house expert with LESS qualifications than Maness had.

...

Rose ALSO knew that I LED the Chaplains and other across Texas in SAVING the entire department in 2011, and he did not communicate that he had done a thing during that process. Hmmm?

...

Rose KNEW I had more credentials than himself!---what is THAT?

... apted interview
... nt the interview
... 287, Interview
... eeded, an extra

... opportunity to all
... (ender), national

2. All interview questions shall be job-related and appropriate to the vacant position's essential functions and level of responsibility.

B. Interview Process

1. Each applicant shall be asked the same job-related core questions as previously documented on the PERS 287. Based on an applicant's response to core questions, the interviewer may ask follow-up questions to clarify the applicant's original response. Follow-up questions and answers shall be documented.
2. Applicants may not use or refer to any notes or study material during the interview.

C. Documentation of Responses

**Notes are
RELEASABLE
... use to be ...
NOT THIS TIME
See Tab 1**

The primary interviewer shall document the applicant's responses and closing remarks, if applicable, on the PERS 287. In addition, additional representatives and co-interviewers have the option to also take **interview notes** or to provide job-related verbal comments to the primary interviewer regarding their observations. **Although interview notes taken by additional representatives or co-interviewers are not the official notes of record, they shall be made a part of the selection packet and are **releasable** under the *Public Information Act*. A name or signature of the additional representatives or co-interviewers should be indicated on the notes. All notes shall be job-related and appropriate.**

D. Follow-Up Interviews

Except for appointed positions
directive, interviewers shall not

**See Tab 1
REDACTED against Policy ... this time
Not a big deal, because answers
released are sufficient ... including
Warden Beard's emails, Tab 2**

XIV. Selecting an Applicant

A. References

The primary interviewer may check references on one or more applicants.

1. Prior to contacting an outside applicant's current employer, permission shall be obtained from the applicant. It is not necessary to obtain an outside applicant's permission to contact the applicant's previous employers.

2. Questions asked of ...
questions regarding ...

3. Prior to the selection of an outside applicant, the primary interviewer shall contact the applicant or obtain a copy of the applicant's previous performance evaluations.

4. Prior to the selection of an outside applicant who is a former TDCJ employee, the primary interviewer may contact the Employee Services Section, Human Resources Division, to request information concerning the former employee's disciplinary history and performance evaluations.

Could have, but Warden Beard EXPLICITLY told me in the interview he did NOT

Furthermore, ALL my previous EVALUATIONS for prior 20 years were "Exceeds Standards"

And my first, by Alex Taylor, noted that I had the "BEST record keeping in TDCJ"

B. Factors for Consideration

The factors to be considered when selecting an applicant are:

1. An applicant's responses to the interview questions;
2. Job-related education, experience, certification, and training;

If an applicant is a former employee who separated from TDCJ in order to enter the uniformed services, and returned to TDCJ employment in accordance with the time limits established in PD-76, "Employment and Reemployment of Members of the Uniformed Services," the primary interviewer shall count the time period the employee was separated from TDCJ employment and performing uniformed services duties as accrued state service time.

Communication skills;

Employer reference information, including, if applicable, an inside applicant's or a former employee's disciplinary history and performance evaluations, and

Just NOT followed

I had served more wardens & staff ... except when I wrote that Faith-Based letter ...

I had done more for chaplaincy than any other in TDCJ history

5. Foster child employment preference and veteran's employment preference, if all other factors taken into consideration are equal.

If an applicant entitled to foster child employment preference is equally qualified with an applicant entitled to veteran's employment preference, the applicant entitled to the foster child employment preference shall be selected for the position.

If all factors taken into consideration are equal, and more than one applicant is eligible for the veteran's employment preference, the applicants shall be selected in the following order of priority: (1) a veteran with a disability; (2) a veteran; (3) a veteran's surviving spouse who has not remarried; and (4) an orphan of a veteran if the veteran was killed while on active duty.

6. Selection of an ERS Retiree

If an ERS retiree is recommended for selection to a non-targeted career position, or to a supervisor of COs, FSM IV, LM IV, or PO III-V, preapprovals must be obtained prior to documenting a rationale for selection, and prior to submission for clearance.

These procedures do not apply to the following positions: CO I, II, III, IV, and V; FSM II and III; LM II and III; and PO I and II.

- a. The primary interviewer shall submit a request in writing for approval to select an ERS retiree for a position with the TDCJ through the selection reviewer, to the appropriate division director.
- b. The request must reflect justification for selection over other non-ERS retiree applicants.
- c. The division director shall provide concurrence or non-concurrence with the selection via email. The email must be retained with the selection packet.

This approval process for selection must be obtained for initial rehire, and for any subsequent position changes or rehires.

If the division director concurs with the selection of the ERS retiree, a rationale for selection shall then be documented. The rationale should reflect all job-related factors considered for selection and that appropriate concurrences were obtained.

- d. The contact person shall attach a copy of the division director's concurrence for selection when submitting for clearance.

C. Documenting Rationale for Selection

Upon selecting an applicant, the primary interviewer shall document the rationale for selection, to include identification of all job-related factors upon which the decision was based, in Section VI of the selected applicant's PERS 287, Interview Documentation Form.

If the primary interviewer elects to identify other applicants who may be selected for subsequent vacancies, the primary interviewer shall complete Section VI on each of these applicants' PERS 287 forms.

D. Dual Supervised Positions

If both the administrative and technical lines of supervision were represented in the interviews, the final decision and any decisions relating to subsequent vacancies shall be made by both representatives. The co-interviewer's concurrence with the primary interviewer's selection shall be documented on the PERS 287.

In cases where consensus is not reached, individuals representing a position of higher authority for both the administrative and technical lines of supervision shall be consulted.

E. Positions Requiring a License or Certification

1. If a license or certification is required in the minimum qualifications or was used as part of the screening or selection process for the vacant position, the primary interviewer or designee shall request the human resources representative for the technical line of supervision (departmental human resources representative) to contact the licensing or certifying agent to obtain the information required to complete the appropriate portion of the PERS 284, Certification of Compliance (Attachment F). This information shall be obtained even if the applicant submitted a copy of the license or certification with the employment application packet or even if the applicant's current position requires the applicant to have the license or certification.

The information to be obtained shall include the following:

- a. Whether the license or certification is valid, meaning it has not expired, been cancelled, suspended, or revoked;

- b. Whether the licensee or certificate holder is restricted in the performance of functions requiring the license or certification;
- c. Whether the license or certification is fully renewable, such as it is not a temporary license; and
- d. The next renewal date and renewal intervals, such as it shall be renewed annually.

Upon employment of an employee in a position requiring the employee to have a license or certification to meet the position's minimum qualifications, the department human resources representative shall track the next renewal date in accordance with PD-93, "Employee Classification."

- 2. Once this information is obtained, the primary interviewer or designee shall document the information on the PERS 284, prior to submission of the interview paperwork to the selection reviewer. If the license or certification is not valid, includes restrictions or is not fully renewable, the primary interviewer or designee shall contact the selection system administrator's office for guidance prior to submitting the paperwork to the selection reviewer.

F. No Selection Made

If no selection is made, the primary interviewer shall document valid job-related factors for non-selection on each applicant's PERS 287, Interview Documentation Form. If the position is a dual supervised position, both the administrative and technical lines of supervision shall agree with the decision to not make a selection.

XV. Verifying Compliance

After the final decision has been made, the selection reviewer shall review the selection packet to verify that each step of the selection process was conducted in compliance with TDCJ policy and procedures.

A. This review shall include verification of the following factors:

- 1. All qualified applicants were considered for the position, and the selection documentation reflects the selection process was conducted without regard to race, color, religion, sex (gender), national origin, age, disability, genetic information, or uniformed services status other than a veteran's employment preference or reinstatement.

2. If applicable, the document screening criteria was developed in accordance with policy guidelines.
3. Interview composition was appropriate and in accordance with the provisions in this directive.
4. Interview questions were job-related and appropriate for the position.
5. Interview documentation has been completed and is appropriate.
6. The selected applicant's documentation indicates the applicant meets the minimum qualifications and, if applicable, document screening criteria.
7. The selection is not a nepotism violation.
8. Job-related education, certification or license, training, or type of experience were determining factors in the selection process.
9. If a foster child employment preference was a determining factor in the selection process, eligibility for the preference was verified through review of the selection system administrator.
10. If a veteran's employment preference was a determining factor in the selection process, eligibility for the preference was verified through review of the applicant's DD214, Certificate of Release or Discharge from Active Duty.

**I would GUESS
NOT ONCE!**

.....
**Measurable:
of applicants
chosen at
interview and
NOT certified
later!**

.....
**Good place to
start R&D--yes!**

**When was
there
ANYONE
who did this
kind of
research?**

.....
**R&D does
NOT take
place in
TDCJ**

If any step was not conducted in accordance with TDCJ policy and procedures, the selection reviewer shall coordinate with the selection system administrator or designee to determine what corrective action shall be initiated before a conditional offer of employment is made.

If the selection reviewer was not the primary interviewer, the selection reviewer does not have the authority to select a different applicant.

After the selection reviewer has completed this review, the selection reviewer shall sign the PERS 284, Certification of Compliance, and return the documentation to the contact person.

**Was there EVER a
time when the
Selection Reviewer
did NOT certify?**

...
**That would make a
nice project**

...
**But no one will.
Studying these
things does not
happen in TDCJ.**

XVI. Announcement of No Selection Made

If no selection was made, the contact person shall announce the results. The human resources representative who submitted the original Request to Fill eform should complete the REQ2REPOST eform to repost the position. The completed

REQ2REPOST eform shall be routed as specified by the appropriate division and submitted to the postings coordinator.

XVII. Clearance for Selection

If an applicant was selected by the primary interviewer and the results of the interviews have been reviewed and approved by the selection reviewer, the contact person shall obtain clearance to ensure the selected applicant is eligible for selection.

A. Inside Applicants

The contact person shall obtain written clearance from the inside applicant's human resources representative via the HR_CLEAR eform. The clearance shall include verification of the applicant's current title, salary schedule, salary group, established salary rate, and actual salary rate. In addition, the contact person shall verify that the applicant's eligibility is not affected due to being on disciplinary probation, having been recommended for dismissal, or any other reason, such as a criminal indictment.

1. Disciplinary Probation or Dismissal Recommendation

- a. An inside applicant serving disciplinary probation as of a closing date or selection effective date shall be disqualified from consideration if the selection would result in a lateral transfer or promotion. If the move would result in a voluntary demotion, disciplinary probation shall not affect the applicant's eligibility for the position.
- b. An inside applicant who has been recommended for dismissal as of a closing date or selection effective date shall be disqualified from consideration.
- c. If during the clearance process it is determined the applicant has received a Notification of Employee Hearing in accordance with PD-22, "General Rules of Conduct and Disciplinary Action Guidelines for Employees," and the hearing has not been held, the clearance for selection shall be placed on hold pending the outcome of the hearing.

2. Criminal Record Check

The contact person shall request a criminal record check from the Employment Section if an inside applicant is selected for one of the following positions:

- a. A supervisor of COs, food service manager, or laundry manager from outside the respective series, parole officer, or unit commissary position. The criminal record check shall be used to determine whether the applicant has any pending criminal charges or prior criminal convictions that would disqualify the applicant from the position in accordance with PD-75, "Applicants with Pending Criminal Charges or Prior Criminal Convictions"; or
- b. A position with minimum qualifications requiring the selected applicant to meet the Texas Department of Public Safety (DPS) criteria for accessing the Texas Law Enforcement Telecommunication System operated by the DPS.

B. Outside or Interagency Transfer Applicants

The Employment Section shall perform a final employment clearance prior to a conditional offer being made to an outside or interagency applicant. The employment clearance shall include a criminal record check, verification that all required documents have been provided, verification of document authenticity, and eligibility for employment.

An applicant who previously failed to have a negative alcohol or drug test result through a refusal to test, specimen tampering, or a verified, confirmed positive alcohol or drug test result in accordance with PD-17, "Drug-Free Workplace," or PD-37, "Employee Commercial Drivers' Physical Examination and Alcohol/Drug Testing Programs," shall not be eligible for employment.

C. Employees Retirement System Retiree

1. If the selected applicant is an ERS retiree other than a retiree from TDCJ, the Employment Section shall verify, in accordance with the procedures in PD-84, "Reemployment and Selection of Retirees," the applicant has been separated from state employment for 90 calendar days prior to the date of hire or rehire.
2. If the selected applicant retired from TDCJ, the Employment Section shall verify that the retiree has been separated from TDCJ employment in accordance with the required time period for the position. The verification process and the required separation time period shall be in accordance with the procedures in PD-84, "Reemployment and Selection of Retirees."
3. If the selected applicant is an ERS retiree, the Employment Section shall verify that approval certification was obtained by the appropriate division director.

XVIII. Conditional Offer of Employment and Drug Testing

The conditional offer of employment process shall occur after the clearance process and determination of whether the selected applicant is required to attend the CID Pre-Service Training Academy (PSTA) or the Parole Division Parole Officer Training Academy (POTA).

A. Determination of Required PSTA or POTA Attendance

1. If the position requires completion of annual in-service training in accordance with AD-12.20, "Implementation and Operation of the TDCJ In-Service Training Program for Uniformed/Non-Uniformed Personnel," or PD/POP-1.1.1, "Parole Division Training Standards," the selected applicant shall attend the PSTA or POTA, unless the selected applicant, inside or outside, has:
 - a. Occupied a position requiring attendance at the PSTA or POTA within the 36-month period immediately preceding the payroll effective date; or
 - b. Previously attended the PSTA or POTA and attended the CID or Parole Division in-service training within the 12-month period immediately preceding the date of selection. In addition, if the vacant position is a sergeant, lieutenant, captain, major, food service manager, or laundry manager, the selected applicant shall have qualified with firearms and participated in chemical agent and defensive tactics training while attending the in-service training.
2. Any request for an exception to the PSTA or POTA attendance requirement shall be submitted in writing from the selection reviewer to the CID director or Parole Division director and coordinated through the Human Resources Division director for approval. If the position is a dual supervised position, the selection reviewer shall coordinate with the alternate line of supervision prior to submitting the request for exception to the CID director or Parole Division director.

B. Making the Conditional Offer of Employment

The selection reviewer or primary interviewer has the option to be present during the conditional offer of employment process in order to be the first to notify the applicant of the selection prior to the official conditional offer of employment. However, immediately following the notification, the contact person or designee shall explain that the selection is contingent upon the official conditional offer and read the PERS 286, Conditional Offer of Employment (Attachment G) to the applicant.

C. ADA Accommodation

Any request by the selected applicant during the conditional offer of employment process for an accommodation shall be coordinated with and processed by the accommodation coordinator prior to the selection announcement.

A selected applicant who requests an accommodation shall still be required to submit to the pre-employment drug test at the time and place identified during the conditional offer of employment.

D. Current State of Texas Employment and Continued Eligibility Information

During the conditional offer of employment process, an outside applicant shall be asked to provide information regarding:

1. Current State of Texas employment; and
2. Any event which occurred after the applicant's submission of the employment application packet or other information that may affect the applicant's continued eligibility for TDCJ employment, such as an arrest or notification of pending criminal charges.

E. Pre-Employment or Pre-Assignment Drug Testing

In accordance with PD-17, "Drug-Free Workplace," and PD-37, "Employee Commercial Drivers' Physical Examination and Alcohol and Drug Testing Programs," an outside applicant who accepts a conditional offer for any position or an inside applicant who accepts a conditional offer for a commercial driver position shall be required to submit to a pre-employment or pre-assignment drug test.

1. A selected applicant who is required to attend the PSTA or POTA shall have the pre-assignment drug test administered at the PSTA or POTA.
2. The following procedures apply to outside applicants who are not required to attend the PSTA or POTA and inside applicants who have been selected for a commercial driver position.
 - a. The applicant shall be informed of the pre-employment drug testing location and the requirement for the pre-employment drug testing to take place within 48 hours from the time the conditional offer of employment is extended.

In accordance with PD-17, "Drug-Free Workplace," an applicant shall be considered as refusing to test if the applicant fails to arrive at the collection site on time, unless documentation is provided regarding a verifiable reason for a delay in pre-employment testing, such as a health care provider's statement, jury summons, or death notice for family member.

- b. Immediately after the conditional offer of employment is accepted, the contact person or designee who read the offer shall notify the SCO via the PRE-DRUG eform that the conditional offer has been accepted and the applicant has been instructed to report for a pre-employment drug test.
- c. The selection results shall remain pending until the SCO has notified the contact person or appropriate TDCJ representative that either the applicant had a negative drug test result and is cleared for the position or the applicant is not eligible for the position.
 - (1) If the applicant is eligible for the position, the conditional offer of employment shall be finalized. A payroll effective date shall be arranged with the applicant.
 - (2) If the applicant is not eligible for the position, the applicant shall be contacted by the SCO and advised that the applicant shall not be hired for the position.
- 3. An applicant or employee who fails to take a drug test as scheduled or who fails to have a negative drug test result shall be ineligible for future employment consideration with the TDCJ.

F. Scheduling of PSTA or POTA

1. Inside Applicant

An inside applicant who is required to attend the PSTA shall be scheduled for the next available PSTA following the selection announcement by the human resources representative gaining the inside applicant using HR_HIRE eform.

An inside applicant who is required to attend the POTA shall be scheduled for the next available POTA by the Parole Officer Selections Program Area using the PD-TRN-ACAD eform.

An inside applicant may not assume the duties of the position until completing the PSTA or POTA.

2. Outside Applicant

An outside applicant who is required to attend the PSTA shall be scheduled for the next available PSTA following the selection announcement by the human resources representative gaining the outside applicant using the HR_HIRE eform and shall begin employment on the date the PSTA begins.

An outside applicant who is required to attend the POTA shall be scheduled for the next available POTA by the Parole Officer Selections Program Area using the PD-TRN-ACAD eform.

G. Payroll Effective Date

The payroll effective date for an inside or outside applicant shall be in accordance with PD-72, "Employee Salary Administration."

XIX. Selection Announcement and Payroll Status Change

Following completion of the conditional offer and, if applicable, drug testing process, the human resources representative acting as the contact person shall:

- A. Announce the name of the selected applicant using the RESULTS eform;
- B. Enter the payroll status change (PSC) in the Payroll Status Change Update (PSCUPD) screen in the PPS in accordance with the time frames established in PD-72, "Employee Salary Administration;" and
- C. Enter the code for Authority to Fill (ATFL) in the Attachment field on the PPS PSCUPD screen and ensure the effective PSC date is on or after the effective ATFL date.

XX. Release Date for Selected Inside Applicants

The release date for a selected inside applicant shall be coordinated between the gaining supervisor and the applicant's current supervisor. The applicant shall normally be released to the new position within two weeks after the selection announcement. If attendance at the PSTA or POTA is required, the applicant shall be released to attend the next available PSTA or POTA. If the applicant's gaining and current supervisors do not concur on the release date, the appropriate manager (salary group B22 and C6 or above) within the applicant's gaining chain of supervision and the applicant's current chain of supervision shall be consulted for a final decision. Under no circumstances shall the applicant be detained by the current supervisor or chain of supervision more than 30 calendar days after the selection announcement.

XXI. Subsequent Vacancies

The results of a selection process are valid for 180 calendar days from the effective date of the first selection. If, during this time period, an identical position at the same location becomes available, the selection reviewer may choose to either post the vacancy or to fill it as a subsequent vacancy from this selection process.

- A. If the selection reviewer chooses to post the vacancy, no future vacancies may be filled from this selection process.
- B. If the selection reviewer chooses to fill the identical vacancy as a subsequent vacancy, the following actions shall be performed, with the exception of the procedures in paragraphs 1 and 2 if they were already performed during the original selection process.
 - 1. The primary interviewer shall review the interview paperwork and document the rationale to select another applicant. If the position is a dual supervised position, the co-interviewer shall document concurrence with the selection.
 - 2. The selection reviewer shall update the PERS 284, Certification of Compliance to verify the selection for the subsequent vacancy was made in accordance with the procedures within this directive.
 - 3. The contact person shall follow the clearance and conditional offer procedures outlined in this directive and announce the results. Conditional offers for subsequent vacancies shall be made within the 180-calendar day period.
 - 4. The Applicant Flow and Checklist shall be updated in accordance with Sections XXII and XXIII of this directive.

XXII. Applicant Flow

The contact person shall compile applicant flow data for all positions on the PERS 45, Applicant Flow Reporting Form (Attachment H). The Employment Section shall maintain applicant flow statistics for all TDCJ positions.

XXIII. Checklist and Maintenance of Selection Packets

- A. After the selection process has been completed, the contact person shall compile all applicable documents and complete the PERS 253, Checklist for Selection Packets (Attachment I).

- B. The contact person may maintain the selection packet for 180 calendar days from the payroll effective date of the initial vacancy in the event of a subsequent vacancy.
- C. No later than 30 calendar days following the 180-calendar day period, the contact person shall forward the selection packet to the attention of the selection system administrator, Human Resources Division.

XXIV. Confidentiality

- A. The selection reviewer, primary interviewer, co-interviewer, additional representatives in the interview process, and any other employee involved in the selection process or having knowledge of the selection results are prohibited from disclosing related information. This provision does not prohibit the selection reviewer from discussing the selection results with the selection reviewer's chain of supervision. Information related to the selection process that is prohibited from disclosure, unless the disclosure is made in response to a *Public Information Act* request for selection documents, includes:
 - 1. Selection results prior to the official announcement of the selected applicant by the contact person;
 - 2. The content of questions asked during the interview or answers; or
 - 3. Any deliberations concerning the applicants.

NOTE: This provision does not prohibit the selection reviewer from discussing the selection results with the selection reviewer's chain of supervision.

- B. Employee applicants are prohibited from disclosing questions and answers from the interview.

XXV. Requests for Deviation

Has ANY deviation EVER been asked for--I seriously doubt it.

Requests for deviations from the procedures within this directive shall be submitted to the Human Resources Division director, along with justification for the deviation. If the request for deviation is for a dual supervised position, the selection reviewer shall coordinate the request with the other line of supervision prior to submitting the request to the human resources director. The human resources director shall make a recommendation and forward the request to the executive director, deputy executive director, or appropriate division director. The request shall be made part of the selection packet.

If so, it would likely be between two NEARLY equal Dual Supervision applicants that required TECHNICAL expertise--not here!

XXVI. Maintenance of Selection Packets

All documents relating to the selection process are considered official state records and shall be stored, managed, and disposed of in accordance with the TDCJ *Records Retention Schedule* and ED-02.29, "Records Management."

XXVII. Workforce Analysis

The Human Resources Division director or designee shall prepare a monthly analysis of the TDCJ's workforce which shall compare the TDCJ's workforce with the state civilian labor force.

XXVIII. Appeal by Qualified Applicant Entitled to the Foster Child Employment Preference

A qualified applicant for employment entitled to the foster child employment preference who is aggrieved by a selection decision may appeal the decision by filing a written complaint with the Texas Board of Criminal Justice (TBCJ). The TBCJ may render a different selection decision if the TBCJ determines that the foster child employment preference was not applied.

XXIX. Appeal by Applicant Entitled to the Veteran's Employment Preference

An applicant for employment entitled to the veteran's employment preference who is aggrieved by a selection decision may appeal the decision by filing a written complaint with the executive director. The executive director may render a different selection decision if the executive director determines that the veteran's employment preference was not applied.

Brad Livingston
Executive Director

Texas Department of Criminal Justice
Applicant Log

Job Posting No.:			
Payroll Title:			
Extended Working Title:			
Unit/Dept/Division/Section:			
Pay Group:	Post Date:	Close Date:	
Job No.:			
Name of Applicant	Veteran's Employment Preference (Yes or No)	In/Out	Status ⁽¹⁾
Total for Position Number:			

⁽¹⁾ Key for status: NQ - Does not meet minimum qualifications
Late
IE – Ineligible
Qualified
WD - Withdrew Before Interview
DS - Document Screened

Texas Department of Criminal Justice Minimum Qualifications Screening Instructions

As the individual assigned to screen the applicant's State of Texas Application for Employment, you shall follow the instructions listed below:

A. **ELIGIBILITY DETERMINATION:** Conduct an initial review of the State of Texas Application for Employment to determine if the applicant is ineligible for any of the following reasons: (a) violation of PD-26, "Nepotism;" (b) has a felony conviction within the last 15 years; (c) is a former employee whose termination status code is DS067; or (d) is a retiree whose reemployment would violate the provisions within PD-84, "Reemployment and Selection of Retirees."

1. **INELIGIBLE APPLICANTS:**

If an applicant is ineligible, write "IE" and initial in the bottom right-hand corner of page one of the State of Texas Application for Employment and complete PERS 300, Applicant Screening Form, documenting reasons for ineligibility.

2. **ELIGIBLE APPLICANTS:**

Proceed with the minimum qualifications screening.

B. **MINIMUM QUALIFICATIONS SCREENING:** All inside and outside applicants shall meet the required minimum qualifications specified in the job description on or before the closing date of the job posting.

1. **SCREENING FOR REQUIRED TYPING:**

Applicants shall have attached a TDCJ or Texas Workforce Commission (TWC) Employment.

2. **SCREENING FOR REQUIRED EDUCATION, LICENSES, AND CERTIFICATIONS:**

- a) Applicants shall document all education, licenses, and certifications required.
- b) Do not screen applicants out for failure to attach proof of education, licenses, and certifications claimed by the applicant shall be verified prior to selection.

3. **SCREENING FOR REQUIRED EXPERIENCE:**

- a) Review definitions of required experience terms in the TDCJ Glossary of Experience.
- b) Consider full-time or part-time (minimum of 20 hours per week), wage earning converted to full-time equivalent for the purpose of minimum qualifications.

c) **Volunteer or unpaid experience may not be counted.**

d) If a certain amount of experience is required, applicants shall have documented.

e) Be aware of work experiences which overlap as well as work experience obtained.

f) Only work experience performed at age 16 or older shall be considered.

g) The applicant shall have clearly documented the type of experience required of time performing the specified function. Screeners should consider all information for Employment and any attachments. Do not screen out an applicant whose resume is attached and reflects the applicant meets the minimum experience.

4. **QUALIFIED APPLICANTS:**

If an applicant is qualified, write "Q" and your initials in the bottom right-hand corner of the State of Texas Application for Employment.

5. **DISQUALIFIED APPLICANTS:**

If an applicant is disqualified for any reason, write "NQ" and your initials in the bottom right-hand corner of the State of Texas Application for Employment and complete a PERS 300, Applicant Screening Form.

I certify I have read the above instructions. I shall screen the enclosed State of Texas Application for Employment in accordance with these instructions and PD-71, "Selection System Procedures."

Moreover, if you look at the emails from Warden Beard, you will see HE concurs (not intentionally) because HE HIMSELF said Mr. Adaway's 20 years as a laundry supervisor and his VOLUNTEER time was PRIMARY.

...
NOTHING ELSE!

...
Furthermore, it is clear Warden Beard NEVER thought anyone would do precisely what I did here.

...
Whoever offered him promotion to choose did NOT tell him that Maness would likely look---so sad.

Signature

Date of Screening

Printed Name

Title

Texas Department of Criminal Justice
Applicant Screening Form

This form is to be completed for each applicant who is ineligible for the position or does not meet the minimum qualifications.

Applicant Name: _____ Job Posting No.: _____
Last First MI Unit/Dept/Division/Section: _____

Applicant is ineligible for the following reason(s):

_____ Violation of nepotism policy.

_____ Applicant is a convicted felon and it has been less than 15 years since completion of sentence, which may not apply to applicants for entry level substance abuse counselor positions.

_____ Applicant is a former employee whose termination status code is DS067.

_____ Applicant is a retiree who is not eligible for employment consideration in accordance with PD-84, "Reemployment and Selection of Retirees."

_____ Applicant does not meet the following minimum qualifications. Identify how applicant did not meet the minimum qualifications.

Education _____

Experience _____

Supervisory Experience _____

Other - Credentials, Licenses, Training, Typing _____

Form Completed By:

Printed Name Signature Date (mm/dd/yyyy)

Texas Department of Criminal Justice
Interview Schedule

Job Posting No.: _____

Payroll Title: _____ Extended Working Title: _____

Unit/Dept/Division/Section: _____

Date and Time	Name of Applicant	Veteran's Employment Preference (Yes or No)	In/Out	Status ⁽¹⁾

⁽¹⁾ Key for Status: Selected, IE - Ineligible, NS - Not Selected, WD - Withdrew, No Show, SubVac - Subsequent Vacancy, NQI - Determined Does Not Meet Minimum Qualifications at Interview, DECL - Declined Position

INTERVIEW PARTICIPANTS:
Primary Interviewer:
I certify I have completed the required PD-71 Manager's Training relating to selection procedures.

Print Name: Last First MI Job Title Signature Date (mm/dd/yyyy)

Additional Representation, if applicable:
I certify I have completed the required PD-71 Manager's Training relating to selection procedures.

Print Name: Last First MI Job Title Signature Date (mm/dd/yyyy)

Co-Interviewer, if applicable: Required for all dual supervised positions in salary groups A11/B11 and above.
I certify I have completed the required PD-71 Manager's Training relating to selection procedures.

Print Name: Last First MI Job Title Signature Date (mm/dd/yyyy)

**Texas Department of Criminal Justice
Interview Documentation Form**

Interview Date: ____ / ____ / ____

Position's Payroll Title and Extended Working Title: _____

Applicant Name: _____

I. QUESTIONS

1. Question:

Recommended response:

Applicant's response:

2. Question:

Recommended response:

Applicant's response:

3. Question:

Recommended response:

Applicant's response:

4. Question:

Recommended response:

Applicant's response:

5. Question:

Recommended response:

Applicant's response:

6. Question:

Recommended response:

Applicant's response:

7. Question:

Recommended response:

Applicant's response:

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

Applicant Name: _____

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS

III. JOB-RELATED EXPERIENCE

IV. COMMUNICATION SKILLS - Select the skill that best describes you during the interview.

- ☐ Excellent ability to communicate ideas. *appropriate word usage. Communication*
- ☐ Above average ability to communicate ideas. *Communication*
- ☐ Average ability to communicate ideas. *(S)*
- ☐ Somewhat below average ability to communicate ideas. *vocabulary)*
- ☐ Below average ability to communicate ideas. *use of grammar and vocabulary)*

V. IF APPLICABLE, CONTACT WITH CURRENT EMPLOYER: If necessary, an additional page

Employer Name _____

VI. RATIONALE FOR SELECTION: If this applicant is selected, rationale for non-selection. If no applicants are selected, rationale for non-selection.

See Tab 1, after each of the 4 questions and SEE how **LITTLE** was placed under "II" and "III" ... *really now?*

...
If not wholly lazy, anyone can see that whoever filled this did the **LEAST** possible and ignored a **LOT**.

...
In my case, earned **DOCTORATE** while a TDCJ chaplain, 1,600 hours clinical, and so very much more. Shameful!

...
My Bachelors was 150 hour double major that I finished
25 YEARS before the selected!
My Masters 20 YEARS before
Is there no honor at all?

.....

Hear ye, hear ye ... do **NOT** think for one second that Warden Beard did this on **his own**. Or punish him solely for this, not even Reg. Chaplain Rose---no SIR... they were under **ORDERS** simply and solely NOT to choose me..... To choose **ANYONE** else they want. Period.

...
If Warden Beard holds to his story, which he will certainly do if not granted immunity, then that means he has **FELT FREE** to violate this policy for the last 15 years or more. Yes, sir.

...
Yet, for God's sake, **Warden Beard is NOT that ignorant** or that wanting his desire for policy compliance.

.....
... **think about that** ...

see traitor scumbag Michael Upshaw's handiwork

IF SELECTED APPLICANT IS A FORMER FOSTER CHILD, WAS FOSTER CHILD PREFERENCE GIVEN? ☐ Yes ☐ No

IF SELECTED APPLICANT IS A VETERAN, WAS VETERAN'S PREFERENCE GIVEN? ☐ Yes ☐ No

PRIMARY INTERVIEWER:

CO-INTERVIEWER, if applicable: ☐ concur ☐ do not concur

Signature _____

Signature _____

Texas Department of Criminal Justice Certification of Compliance

Payroll Title	Unit/Department
Extended Working Title	Job Posting Date

CERTIFICATION STATEMENT:

By my signature I certify I am the selection reviewer for the identified position and have completed the required PD-71 Manager's Training relating to selection procedures. I further certify I have reviewed the selection process used for this position, as well as the qualifications of the applicant who was recommended for this position, if applicable, and find no evidence of deviation from PD-71. **The selection documentation reflects: (1) the selection process was conducted without regard to race, color, religion, sex (gender), national origin, age, disability, genetic information, or uniformed services status other than applicable veteran's employment preference or reinstatement; (2) if all factors taken into consideration were equal for two or more applicants and one of those applicants was entitled to the foster child employment preference, the applicant entitled to the foster child employment preference is the applicant recommended for selection; (3) if all factors taken into consideration were equal for two or more applicants and one of those applicants was entitled to veteran's employment preference, the applicant entitled to veteran's preference is the applicant recommended for selection; (4) if an applicant entitled to foster child employment preference was equally qualified with an applicant entitled to veteran's employment preference, the applicant entitled to foster child employment preference is the applicant recommended for selection; and (5) if all factors taken into consideration were equal, and more than one applicant was eligible for the veteran's employment preference, the applicants were selected in the following order of priority: (a) a veteran with a disability; (b) a veteran; (c) a veteran's surviving spouse who has not remarried; and (d) an orphan of a veteran if the veteran was killed while on active duty.** If this certification includes applicants recommended for subsequent selection by the interviewer(s), I have indicated this in the appropriate space(s) below. I further certify if a license or certification was required or was used as part of the screening or selection process, this license or certification was verified prior to my review and the related section of this form was completed prior to my review. I hereby authorize a conditional offer of employment be made following the required background check and the minimum qualifications screening process as outlined in the 215, Minimum Qualifications Screening Instructions.

Name of Applicant Recommended for Selection: _____

This certification includes the following applicant(s) _____

VERIFICATION OF LICENSE OR CERTIFICATION

License or Certification Information, if applicable	
Type of License or Certificate Required: _____	Licensing or Certifying Agent: _____
Name of Person Contacted: _____	
Title: _____	Phone Number: _____
<input type="checkbox"/> License or Certificate is Valid - Not expired or been cancelled, suspended, or revoked <input type="checkbox"/> License or Certificate is Fully Renewable - Not a temporary license <input type="checkbox"/> The Licensee or Certificate Holder is not restricted in the performance of functions allowed by the License or Certificate	
License or Certificate Expires: _____ (mm/dd/yyyy)	License or Certificate Shall be Renewed: _____ Example: Annually
Comments: _____	
Name of Departmental Human Resources Representative: _____	

On these, the answer is "NO" ... and "NO" on several levels: 1) "No" veteran status did not mean a stinking thing to anyone, and 2) that was if "EQUAL" was a consideration, in which here and for 20 years "EQUAL" was not an issue. What was an issue for 20 years was "LEAST QUALIFIED" and "LOW Education"! . . . what is also an issue, not truly facetious either, is the ability to read by the interviewers and certifiers.

SIGNATURE OF SELECTION REVIEWER:

Print Name _____	Signature _____	Date _____
Title _____	Selection Reviewer Birth Month/Day (mm/dd) _____	

Texas Department of Criminal Justice Conditional Offer of Employment

This form is to be completed by the contact person or designee when making a conditional offer of employment to the selected applicant.

SELECTED APPLICANT'S NAME: _____

I. Read the Following to the Selected Applicant: This is a conditional offer of employment for the position of _____. Are you still interested in this position? **If no, stop here. If yes, proceed with conditional offer of employment.** This offer of employment depends on your ability to perform the essential functions of the job with or without reasonable accommodation. Accommodation means changes in the way things are done or changes in the workplace. The performance of the essential functions of the job requires certain mental and physical abilities and involves certain workplace conditions. I am going to read each of the abilities and workplace conditions to you at this time. As I read them to you, please advise me if you need to request changes because of a permanent medical condition. Do you understand? Read Section IV of the job description or if the job description is dated prior to 09/01/99, read Sections 3, 4, and 5 of the ADA Position Requirements form.

Certification by Contact Person or Designee: I read to the applicant each of the physical and mental characteristics and the environmental factors identified in the current job description. **Check one of the following boxes:**

- ☐ The applicant **did not** indicate to me a need for special accommodations.
- ☐ The applicant **did** indicate to me a need for special accommodations. Contact accommodation coordinator, Human Resources Division.

II. If selected applicant is currently employed by the TDCJ, do not read this section and proceed to Section III. If selected applicant is not currently employed by the TDCJ, read the following and then proceed to Section III.

- A.** In order to determine if you are an interagency transfer, we need the following information: Are you currently employed by another Texas state agency(ies)? Yes ☐ No ☐ If yes, what is the name of the agency(ies)? _____
If the applicant answers yes: (1) complete Section I of a Salary Worksheet for Interagency Transfers (PD-72 attachment); and (2) fax the Salary Worksheet to the office responsible for entering the payroll status change.
- B.** Has any event that may affect your eligibility for employment with this agency occurred since your application for employment, such as arrest or any other notification of pending criminal charges? Yes ☐ No ☐ If yes, what is the current status of the charge?

III. If selected applicant is not required to attend the Correctional Institutions Division (CID) Pre-Service Training Academy (PSTA) or Parole Division Pre-Service Training Academy (POTA), proceed to Section IV. If selected applicant is required to attend the PSTA, inform the applicant of the date, time, and location to report to the PSTA or POTA and proceed to either Section V or VI.

IV. A. If selected applicant is: (1) an outside applicant who is not required to attend the PSTA or POTA; or (2) is a TDCJ employee who has been selected for a commercial driver position, read the following and then proceed to Section IV.B. If neither of these conditions apply, do not read the following, and proceed to Section V or VI.

TDCJ policy requires you to submit to pre-employment drug testing and receive a negative result as a condition of employment. It is necessary for you to report to _____ (location of nearest collection site) within 48 hours of this phone call. The 48-hour period ends _____ (give actual date and time of deadline). You are required to take a photo identification card such as a driver license with you to the collection site. Approximately 72 hours after you have been tested, you shall be notified by phone of your hiring status. If you fail to take your pre-employment drug test as scheduled, the TDCJ shall not consider you for this position or any position in the future. (Have applicant read back to you: I understand that I need to report on _____ by _____. If I do not pass or report, I will not be eligible for employment on my scheduled Direct Hire date.)

- B. Once notification has been received from the Substance Control Officer that the applicant is cleared for selection: (1) if the applicant is an outside applicant, call the applicant to set up the date and time for Direct Hire and proceed to Section V; or (2) if the applicant is a TDCJ employee selected for a commercial driver position, proceed to Section VI.**

V. A. Due to the Immigration Reform & Control Act of 1986, employment eligibility must be verified. To meet eligibility requirements, you must bring certain documents on your first day of employment. Examples of acceptable documents are – valid U.S. Passport, valid government issued ID Card, Social Security Card, Permanent Resident Card, or Employment Authorization Document that contains a photograph (Form I-766). In some cases, more than one document may be required. To view a complete list of acceptable documents, please refer to the TDCJ website www.tdcj.texas.gov. Failure to provide acceptable documents may prevent employment with the Texas Department of Criminal Justice on your scheduled date of hire.

- B. Inform all outside applicants that health insurance shall not begin until the first day of the month following 60 calendar days of employment. Applicants can review insurance information on the TDCJ or ERS website.**
- C. Inform outside applicants attending a Direct-Hire Session at a unit that certain items are not allowed on the unit, including, but not limited to, cell phones, canned drinks, fingernail clippers, lighters, matches, alcohol, and tobacco products.**

VI. Check **one**** of the following and provide the applicable information.**

- ☐ Payroll Effective Date (Inside Applicants only) ☐ PSTA or POTA Effective Date & Location ☐ Direct Hire Date & Location

Signature of Employee Making Offer

Date (mm/dd/yyyy)

Title of Employee Making Offer

Texas Department of Criminal Justice Applicant Flow Reporting Form

POSITION: _____ JOB POSTING #: _____

EXTENDED TITLE: _____ JOB POSTING DATE: _____

REGION: _____ UNIT/DEPARTMENT: _____

Human Resources Use Only	
EEOC CODE#: _____	
CLASS #: _____	
UNIT: _____	
DEPARTMENT: _____	
REGION: _____	
POSITION #: _____	

APPLICANTS		# of Apps. IN OUT		# Qual. App. IN OUT		Offered IN OUT		Selected IN OUT	
RACE	W - White								
	B - Black								
	H - Hispanic								
	P - Asian/Pacific Islander								
	I - American Indian/Alaskan								
	O - Other								
SEX	Male								
	Female								
AGE	- 40								
	+ 40								

Detach the Applicant EEO Data Form from the State of Texas Application for Employment before the minimum qualification screener reviews the minimum qualifications. Place the coded Applicant EEO Data Forms at the back of the selection packet as per the checklist.

Human Resources Use Only: This section is to be completed by the Employment Section.

Position: State title

Extended Title: Working title, if applicable

Job Posting #: The position number, followed by unit or department two-letter code (ex. 009001BC).

Job Posting Date: The date the position was posted.

Region: Human resources region the vacancy is located or assigned.

Unit/Department: Location of vacancy

No shows, withdrawals, and applicants who provided incomplete race, sex, and/or age information on Personal Data Form are not counted anywhere on this form. This includes applicants who were unable to be contacted.

The chart below shows a breakdown of applicant sections, in the shaded areas, and what each section consists of:

# OF APPLICANTS	# OF QUALIFIED APPLICANTS	OFFERED	SELECTED
Selected	Selected	Selected	Selected
SubVac (Sub Vacancy)	SubVac (Sub Vacancy)	SubVac (Sub Vacancy)	SubVac (Sub Vacancy)
DECL (Declined)	DECL (Declined)	DECL (Declined)	
DS (Document Screened)	DS (Document Screened)		
NS (Not Selected)	NS (Not Selected)		
NSM (No Selection Made)	NSM (No Selection Made)		
NQ (Not Qualified)			
NQI (Not Qualified at Interview)			
LATE			
IE (Ineligible)			

Texas Department of Criminal Justice Checklist for Selection Packets

Job Posting #: _____

Payroll Title: _____

Extended Working Title: _____

Location of Vacancy: _____

Posting Date: _____

Interview Date: _____

Results Date: _____

Effective Date: _____

Selection Results: _____

Human Resources Representative

Instructions: Indicate with a check mark (✓) or “N/A” whether each of the following documents is included in the selection packet. Ensure the documents are in the order listed and that the completed forms are the originals.

<p>_____ Job Description</p> <p>_____ Job Posting</p> <p>_____ Approval to Fill Subsequent Vacancies, if applicable</p> <p>_____ PERS 288, Applicant Log</p> <p>_____ Applications and Application Supplements with attached order</p> <p>_____ PERS 215, Minimum Qualifications Screening Instruction</p> <p>_____ Document screening information, if applicable</p> <p>_____ Email message of interview schedule and documentation</p> <p>_____ PERS 289, Interview Schedule</p> <p>_____ “IOC to File” with scripted interview opening statements</p> <p>_____ PERS 287, Interview Documentation Form (one for each)</p> <p>_____ Email message from division director regarding selection</p> <p>_____ PERS 284, Certification of Compliance</p> <p>_____ Email notification regarding applicant clearance or non-c</p> <p>_____ PERS 286, Conditional Offer of Employment</p> <p>_____ Drug test results email, if applicable</p> <p>_____ Email message announcing selection results</p> <p>_____ PERS 45, Applicant Flow Reporting Form with Personal Data Forms in alphabetical order</p> <p>_____ Copy of study material, if applicable</p> <p>_____ Other _____</p> <p>_____ Other _____</p>	<p>.....</p> <p>In how many ways and how many TIMES did the newly minted Senior Warden Beard and crooked Reg. Chap. Rose VIOLATE PD 71 in this single instance?</p> <p>.....</p> <p>Worse, How many times BEFORE did they follow their handler's orders to VIOLATE policy?</p> <p>.....</p> <p>WORST of all--how many Senior Warden IIs and others are there so dedicated to HATING TDCJ's policies and honor?</p> <p>.....</p> <p>Could be OIG's Finest Hour ...</p>	<p>petical</p>
--	---	----------------

Tab 9a – *Book of Secrets* & Treason Epilogue Links & TDCJ Archiving Letter

Book of Secrets on the Longest Cover Up in TDCJ History

www.PreciousHeart.net/OIG/Treason.pdf -

“Love-Honor” code to open the 700-page, 140MBs



www.PreciousHeart.net/OIG/Treason-Epilogue.pdf -

for Upshaw’s treason, the last section of the *Book of Secrets* on documents and details of how he “cleaned” the Polunsky chapel and cleared ALL of wrong, kept all from an OIG investigation, with photos.



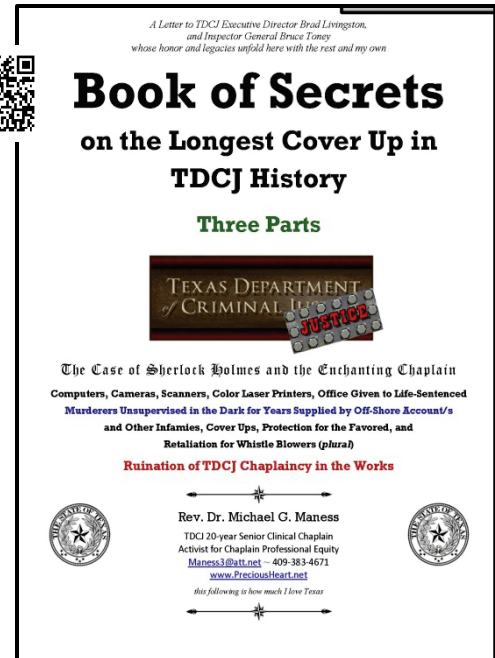
Attached is a response to my letter for a return of the *Book of Secrets* and how it is not archived with the 3 CDs with VIDEOS created by life-sentenced murderers ... though still no OIG investigation. I wrote several other letters after sending hard copies of that to Exec. Dir., OIG Director, and Texas Attorney General.

Open Record request after request for a copy of the OIG investigation yielded perhaps a half dozen letters of “nothing responsive.” Finally, I was called to Huntsville by the OIG, allegedly to be interviewed. After several more OR requests, I finally got the answer: TDCJ Chairman Oliver Bell sent OIG to investigate a SINGLE SENTENCE in one of the several letters, wondering if I was a “terrorist” threat—so silly and stupid. Of course, I was not and proved not.

To date, after a dozen OR requests, there has been NO INVESTIGATION of the many dangerous violations at Polunsky, and the conniving by Michael Upshaw that sent to Polunsky and the cover up and protection of Richard Alford and Chaplain David Collier. Unreal.

I’ve written enough.

I do expect an OIG investigation of THESE violations that should include the *Book of Secrets*.



This was a lot of work, 700-plus pages, from over 3,000 pages of Open Record requests. Color photos inserted with videos made by life-sentenced murderers on the 3 CDs. And still no OIG investigation to date from about a half-dozen specific OR requests—*Why?*

*A Letter to TDCJ Executive Director Brad Livingston,
and Inspector General Bruce Toney
whose honor and legacies unfold here with the rest and my own*



Book of Secrets on the Longest Cover Up in TDCJ History

Three Parts



The Case of Sherlock Holmes and the Enchanting Chaplain
Computers, Cameras, Scanners, Color Laser Printers, Office Given to Life-Sentenced
Murderers Unsupervised in the Dark for Years Supplied by Off-Shore Account/s
and Other Infamies, Cover Ups, Protection for the Favored, and
Retaliation for Whistle Blowers (*plural*)

Ruination of TDCJ Chaplaincy in the Works



Rev. Dr. Michael G. Maness

TDCJ 20-year Senior Clinical Chaplain
Activist for Chaplain Professional Equity
Maness3@att.net ~ 409-383-4671
www.PreciousHeart.net

this following is how much I love Texas



*Book of Secrets on the Longest
Cover Up in TDCJ History*
[www.PreciousHeart.net/
OIG/Treason.pdf](http://www.PreciousHeart.net/OIG/Treason.pdf) -
"Love-Honor" code to open
the 700-page, 140MBs

[www.PreciousHeart.net/OIG/
Treason-Epilogue.pdf](http://www.PreciousHeart.net/OIG/Treason-Epilogue.pdf) - for
Upshaw's treason, the last
chapter of the *Book of Secrets*.





Texas Department of Criminal Justice

Brad Livingston
Executive Director

June 10, 2015

Mr. Michael Maness
804 N. Beech
Woodville, TX 75979

RE: Your Public Information Request Dated 5/27/15

Mr. Maness:

Your email to Karen Hall dated May 27, 2015 has been forwarded to our office.

You have requested the return of the *Book of Secrets*, your extensive study of operations and specified personnel items of the Texas Department of Criminal Justice ("department"), which are matters over which the department has authority and administrative duties. Texas Gov't. Code, 552.003(a)(2). As such, your *Book of Secrets* pertains to the official business of the department.

This means that when you sent Mr. Livingston the *Book of Secrets* in January 2014, you transmitted information pertaining to the official business of the department to a departmental official or employee in his official capacity. The employee received the information and has maintained it in his official capacity. The *Book of Secrets* is now a record duly maintained by the department.

Unfortunately the department is therefore in no position to return the *Book of Secrets*. However, we will certainly furnish you with a copy.

Attached is a cost estimate for the provision of a copy of the *Book of Secrets*.

In order for us to continue processing your request, please read the attached form, complete it and remit it back to our office. It should be noted that this form is a cost estimate, so please do not send payment at this time. If it is your wish that we produce a copy of the book, we will then send you a statement of actual charges.

Our mission is to provide public safety, promote positive change in offender behavior, reintegrate offenders into society, and assist victims of crime.

Office of the General Counsel

Sharon Felfe Howell, General Counsel – sharon.howell@tdcj.texas.gov

P.O. Box 13084 Capitol Station
Austin, Texas 78711-3084
Phone (512) 463-9899, FAX (512) 936-2159

P.O. Box 4004
Huntsville, Texas 77342-4004
Phone (936) 437-6700, FAX (936) 437-6994

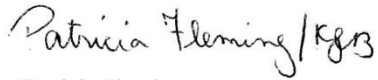
www.tdcj.texas.gov

Michael Maness
June 10, 2015
Page 2 of 2

If we do not hear from you within ten (10) business days, we will consider your request withdrawn.

Please don't hesitate to call or e-mail if you have any questions.

Sincerely,

A handwritten signature in cursive script that reads "Patricia Fleming / rjb".

Patricia Fleming
Assistant General Counsel
TDCJ – Office of the General Counsel

PF/kjb
Attach.
0611005/PIR/Maness

Cc: Steve Smeltzer, Assistant General Counsel, TDCJ – Office of the General Counsel

What does this mean?

It means that this is now an official document, the largest document of exposures in TDCJ history that remains uninvestigated.

Texas Department of Criminal Justice

Office of the General Counsel
PO Box 4004
Huntsville, Texas 77342

Itemized Estimate

Requester: Michael Maness
804 N. Beech
Woodville, TX 75979

Date: 6/10/2014
Regarding: Open Records Request
Dated 05/27/2015

Our office is in receipt of your request to receive copies of records. The following is an itemization of the **estimated** cost of your request. Because the estimated cost is \$40.00 or more, we must receive your written authorization to continue processing your request. You will be notified of the actual cost of your request; payments in full for all Public Information Requests are due in advance.

682 Pages @ \$0.10/page \$68.20

Personnel Charges: 5 hours @ \$15.00/hour \$75.00

Overhead charges @ 20% of personnel charges \$15.00

Postage: first five (5) pages @ \$0.49

+ \$0.02 per additional page \$0.00

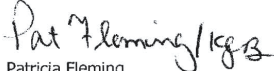
Other Charges: 3 CDs @ \$3.00/CD \$9.00

Other Charges: @ \$ / \$

TOTAL: \$167.20

Please check one of the options below, sign this document and return it to the address at the top of the page within ten (10) business days from the date of this document. If your response is not received within this time frame, your request will be automatically withdrawn. Should questions or the need for additional information arise, please contact my office at (936) 437-6232 or you may contact Ms. Fleming at (936) 437-6002.

Sincerely,



Patricia Fleming
Assistant General Counsel

Requester's Response

☐ Please continue processing my request. I understand that I will be notified of the actual cost of the request and that full payment is due in advance.

☐ I wish to revise this request as follows. I understand that a new Itemized Estimate or Itemized Invoice will be prepared based on the revised request.

☐ I have sent a complaint to the Office of the Attorney General of Texas alleging that I have been overcharged for copies of public information.

☐ I wish to cancel this request.

Signature of requester

Date

Yep, that is a cost to copy the *Book of Secrets*, if only you could imagine the COST to me for obtaining the reams and reams of original documents and the time to put it all together.

And Michael Upshaw and Richard Alford got promoted ... after lying for years.

Tab 9b – Maness Violation **FALSLY CREATED** by Michal Upshaw for Disciplinary

Book of Secrets is really 120 pages of dialogue with 600+ pages of original documents, photos, charts of violations of policy the likes of which has never been seen in one department in history.

Yes, I was forced into dismissal proceedings for this photo, because I posted it on my Facebook page, the disciplinary **CREATED** by Upshaw through ordering then Senior Warden Gary Hunter to “dismiss” me ... nasty ... all proven in the *Book of Secrets* that forced me to Polunsky.

I had the prior warden’s signed approval and TDCJ lawyer-created media releases from every inmate in the photo. And this was in the booklet published by the Gib Lewis Unit that I wrote under orders of Warden Ginsel for the upcoming ACA audit. I had taken photos with **exact same permissions for 20 years!** Michael Upshaw illegally ruined my career, circumvented OIG, manipulated wardens, and Upshaw got away with that *because* no one would investigate him and the *Book of Secrets*.



Christmas Card Distribution 2012
Volunteer Chaplain Duncan Parish (L)
Volunteer Chaplain David Rust and wife Eugenia
Gib Lewis Inmates around 9,000 Christmas Cards

- ✓ Who did Michael Upshaw do this for?
- ✓ How did he get away with covering up Polunsky AFTER the exposures?
- ✓ After Polunsky exposure, how did he get promoted?
- ✓ How & why did he NOT use OIG investigators to vet me for the false allegation of ... oh, read the *Book of the Secrets*

In other words, I was sent into dismissal proceedings for **THIS PHOTO** put on Facebook! I had **written PERMISSION**, and **Upshaw ORDERED wardens to CONTRIVE false charges!**

This photo was also in a booklet **I was asked to write** by Senior Warden Cody Ginsel in 2011 in preparation for an ACA audit: www.PreciousHeart.net/Gib-Lewis-Chaplaincy.pdf – **really!**

www.PreciousHeart.net/OIG/Treason.pdf - **Book of Secrets on the Longest Cover Up in TDCJ**

History – code to open, “**Love-Honor**” – 700 pages, hard copy sent w 2 CDs of docs, a DVD, letters, data – first 100 pages details with documents how Michael Upshaw played favorites, manipulated wardens, then covered up Polunsky’s violations going on today!

www.PrecioiusHeart.net/OIG/Treason-Epilogue.pdf - last chapter of *Book of Secrets*, Michael Upshaw’s cover up of the Polunsky chapel violations, his orders to “clean up,” and no disciplinary to date though he set me up. This is short, detailed with original documents, and clear—no REAL Prison Warden or OIG would allow what Upshaw did, except being corrupt through and through! Find out who Upshaw was REALLY covering up!



Tab 10 – Faith-Based Letter Link 12-2011, Other Exposures, Rutledge

See www.PreciousHeart.net/Maness-Faith-Based-Housing.pdf - three months after mailing that I am *fixed up* with three disciplinaries, two contrived (one by Marvin Dunbar, the other more serious by Michael Usphaw), and offered mandatory dismissal recommendation. I fought that like a Tasmanian Devil and was sent to Polunsky, all explained in the *Book of Secrets* and more.



January to April 2011, we fought hard and WON – we SAVED TEXAS PRISON CHAPLAINCY. Bad things happened quick as we were ordered to all start Faith-Based dorms, which might not have been so bad if we had a plan. My warden said “hold” until HE himself was ordered, which came later in the year.

Because of ethical concerns, I felt impelled to encourage a meeting between Brad Livingston and another and wrote a substantial Faith-Based Housing Letter in December 2011.

In three months, I had several disciplinaries and was recommended for dismissal. All but one was completely contrived. After mediation, I allowed to return to the Polunsky Unit, which was FILLED to the brim with 50 violations a day worse than the ones contrived against me.

After retiring prior to retiring on Oct. 31, 2012, I wrote a substantial exposure and faxed it to Livingston and OIG chief, and certified copies.

After retiring and more exposures and more Open Record requests, I finally wrote the 700-page *Book of Secrets*, even sending a copy of that the Texas Attorney General.

Bill Pierce was the lowest credentialed Director of Chaplains in TDCJ history and perhaps in all of U.S history, but that made no difference when exposed, including his NOT having an accredited bachelor’s degree—see it here:

www.PreciousHeart.net/OIG/Pierce-2000-TDCJ-Application.pdf



Rutledge was “promoted” from a Chaplain I position without an application process, utilizing the PD 71 Military Loophole without an application process. Not promoted, **ROCKETED**, three months after failing to make Reg. Chaplain, he was promoted to a *newly created* Asst. Dir. of Chaplains.

www.PreciousHeart.net/OIG/Rutledge-TDCJ-Apps-Promotions.pdf



Extraordinary effort on behalf of the extraordinarily unqualified.

Furthermore, the THREE Chaplains for the Goodman Unit hire (two with military, Maness and Johnson) were passed over the a novice with two weeks experience as a volunteer chaplain.

That is, the military loophole was used for Rutledge to **FINAGLE** him out of real competition, promoted over those he lost to, because of the military loophole, yet this year that military requirement was not even used (if all other things were equal, which they were not, the one chosen so low in education and experience).

Here we have Mr. Mar vin Dumbar hiring Rutledge whose application give no evidence of dedication to anything, but rather of Rutledge still undecided on his career. Furthermore, upon further investigation in an old exposure at the retirement of Pierce—knowing Rutledge was placed for that position—I exposed that **Rutledge’s church had lied to the IRS in its Form 990s** (that’s another letter altogether). Spoiling Rutledge’s promotion, they hired Vance Drum as Manager for Chaplaincy without any further conscience toward the profession.

Long history of hiring **favorites** over the more qualified in Chaplaincy.


The only one **exposing** these things—**Maness**—well, it’s clear they will not have that.

Worse, exposing policy violations does not matter, for they *continue* 20 years now.

Habit of Abuse—Read Asst. Dir. of Chaplaincy HIRE Anomalies

Asst. Director of Chaplain Michael Rutledge's hire was LEGAL but unethical! Nothing "right" about this. I dare say Marvin Dumbar promoted Rutledge because he was ?. What reason? The documents question to HIGH HEAVEN why. But that is Dumbar—policy did not matter when he "disciplined" me under a contrived violation in 2012. See the docs below for another in a long list of disrespect for TDCJ and Texas policies and their honor.

Rutledge's FIRST app to enter TDCJ
 2nd is Below
 Enters Chaplain 1
 Rockets to Asst. Dir. of
 Chaplains in position
 CREATED just for him.



THE STATE OF TEXAS APPLICATION FOR EMPLOYMENT

PRINT IN BLACK INK OR TYPE. These instructions must be followed exactly. Fill out application applicable, enter "NA." Do not leave questions blank. Be sure to sign when completed. The Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age of services. You may make copies of this application and enter different position titles, but each be accepted in lieu of applications, unless specifically stated in the job vacancy notice. This is subject to disclosure.

With few exceptions, you have the right to request and be informed about information that the State of Texas collects about you. You are entitled to receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Rutledge Michael Everette Social Security # _____
(Last) (First) (Middle)

MAILING ADDRESS _____

E-MAIL ADDRESS _____

List any other names used if different from name on this application: IX/H AC () IX/H
(Work Phone, Optional)

List exact title of position or type of work and location for which you wish to apply: Chaplain 1 Job Posting Number 015250 HD Closing Date 01-14-2008
52 bonds

List the state agency with which you wish to apply: Texas Dept of Criminal Justice Do you have any relatives working for this agency? If so, list names and relationships: _____

Full-Time ☒ Part-Time ☐ Summer ☐ Temp/Project ☐ Date available for work? Immediately

Are you willing to work hours other than 8-5? Yes ☐ No ☒

What days are you unable to work? Sunday's

Are you willing to Travel? Yes ☒ No ☐ If yes, what percent of time? Open

Current Driver's License # (if required for position) _____ Commercial Driver's License Yes ☐ No ☒
(State) (Number)

Are you at least 17 years of age? Yes ☒ No ☐

Geographic preference. (Be specific to city/area. If no preference, write "statewide.") Houston, TX

Have you ever been convicted of a felony or subjected to a deferred adjudication on a felony charge? Yes ☐ No ☒ If your answer is "Yes," explain in concise detail on a separate sheet of paper, giving the dates and nature of the offense, the name and location of the court, and the disposition of the case(s). A conviction may not disqualify you, but a false statement will. Note: Some state agencies may require additional information related to convictions of misdemeanors.

EDUCATION (NOTE Applicants may be required to provide proof of diploma, degree, transcripts, licenses, certifications, and registrations.)
 Indicate Highest Grade Completed: 1 2 3 4 5 6 7 8 9 10 11 12 Did you graduate from high school or receive GED? Yes ☒ No ☐

Type of School	Name and Location of School	Dates Attended				Date Graduated	Expected Graduation Date	Semi/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		Mo.	Yr.	Mo.	Yr.					
Undergraduate Colleges or Universities	<u>Tougaloo College</u>	<u>5</u>	<u>1978</u>	<u>May</u>	<u>1979</u>	<u>May '79</u>			<u>BA</u>	<u>History & Pol Sci</u>
	<u>Tougaloo, MS</u>									
Graduate Schools	<u>Ashland Theological Seminary - Ashland, OH</u>	<u>July</u>	<u>'91</u>	<u>May</u>	<u>'93</u>	<u>May '93</u>			<u>MA</u>	<u>Theology</u>
Technical, Vocational, or Business Schools	<u>New Vision University</u>	<u>Jan</u>	<u>'00</u>	<u>May</u>	<u>'03</u>	<u>May 2003</u>			<u>D. Min</u>	<u>Ministry</u>
	<u>Lincoln, NC</u>									

Date Received JAN 04 2008 Time Received _____ Received by _____

Page 1 of 4

C-123 (07/03) Inv. No. 550950

Rutledge's whole app. here: www.PreciousHeart.net/OIG/Rutledge-TDCJ-Apps-Promotions.pdf



**THE STATE OF TEXAS
APPLICATION FOR EMPLOYMENT**

for state agency use only
Date received: SEP 6 2012
Time received: 1:00 PM
Received by: [Signature]

Job Applicant No. 1

**Rutledge's SECOND app for
Regional Chaplain
NOTHING Extraordinary
Very Little Training or Experience
He is STILL a Chaplain 1**

allowed exactly. Fill out application form completely. If questions are not
e to sign when completed. The State of Texas is an Equal Opportunity
national origin, sex, religion, age or disability in employment or the
and enter different position titles, but each copy must be signed.
specifically stated in the job vacancy notice. This application becomes

about information that the State of Texas collects about you. You are entitled to
receive and review the information upon request. You also have the right to ask the state agency to correct any information that is determined to be
incorrect. (Reference: Government Code, Sections 552.021, 552.023 and 559.004.)

NAME Rutledge Michael Everette
(Last) (First) (Middle) (Lifetime Phone)

MAILING ADDRESS (Street) (City) (State) (Zip) (Country) (Work Phone, Optional)

E-MAIL ADDRESS

List any other names used if different from name on this application.

List exact title of position or type of work and location for which you wish to apply: Regional Chaplain III RPD / Huntsville Job Posting Number 045251PA Closing Date 14 Sept 2012

List the state agency with which you wish to apply: Do you have any relatives working for this agency? If so, list names and relationships:

**NOTICE - Rutledge did NOT make
the cut, was NOT hired as a
Regional Chaplain in Sept 2012**

**Chaplain 1 who had not yet
meant the req. for Chaplain II**

**3 months later w/out app.
competition because of military
loophole, he's PROMOTED over
Chaplain III's in a CREATED
Asst. Dir. of Chaplains**

Available for work? 15 Sept 2012 Are you at least 17 years of age? Yes ☒ No ☐

What days are you unable to work? Sunday

Commercial Driver's License number: Huntsville - Houston (Greater)

Arrested adjudication on a felony charge? Yes ☐ No ☒ If your answer is "Yes,"
re of the offense, name and location of the court, and disposition of the case(s): A
Some state agencies may require additional information related to convictions of

of diploma, degree, transcripts, licenses, certifications, and registrations.)
location of high school or GED institute: Katy High School - Tampa, Fla.

Type of School	Name and Location of School	From		To		Date Graduated	Expected Graduation Date	Sem/Clock Hours Completed	Type of Diploma or Degree	Major/Minor Fields of Study
		Mo.	Yr.	Mo.	Yr.					
Undergraduate Colleges or Universities	Texas College of Arts and Sciences, MS.	8	75	5	79	May 1979			Bachelor's Arts	History / Political Science
Graduate Schools	Abilene Theological Seminary					May 1993			Master's	Theology / Ethics
Technical or Vocational Schools	North Carolina College of Theology					May 2003			Doctor of Ministry	Leadership / Organization

PERS 283 (0909) Page 1 of 5

Rutledge's whole app. here: www.PreciousHeart.net/OIG/Rutledge-TDCJ-Apps-Promotions.pdf



TEXAS DEPARTMENT OF CRIMINAL JUSTICE	
PAYROLL STATUS CHANGE	
H1/HO	
NEW HIRE	
NAME: RUTLEDGE, MICHAEL E	
SSN:	
REASON: NEW HIRE	
OLD INFORMATION:	
REASON CODE:	
EFFECTIVE DT:	
TITLE:	
POSITION:	
UNIT/PDC:	
HAZ/LONG CD:	
FTE:	
TB-GRP/STP:	
SALARY:	
OT ELIG:	
JOB CLASS:	
EMP TYPE:	
DESC: MON=08:00RW, TUES=08:00RW, WED=08:00RW	
ATTACH: ATFL AUTHORITY TO FILL	

NEW HIRE:	
RET:	BIRTH: MAR ST: NUM EXP: ADDTL WH:

PAYROLL DUE: TOTAL HOURS: 072:00 GROSS: \$1,042.57	
1. 07/21/08-07/31/08 184:00/072:00	

MAILING ADDRESS:	ACCOUNT CLEAR:

PREPARED BY: TESSIE A DOHERTY	/ HUMAN RES SPEC II 06-11-2008
APPROVED BY: MADELINE M ORTIZ	/ DIRECTOR III 06-11-2008
AUDITED BY: KAREN L CROWLEY	/ ACCOUNTANT II 07-25-2008
AUDITED BY: TRACEY D GIBSON	/ ACCOUNTANT III 07-25-2008
02/2005	PRINTED: 08-07-2008
PERS25	160

**Rutledge enters TDCJ as a
Chaplain I
July 21, 2008**

NEW INFORMATION:

REASON CODE: AC/010
EFFECTIVE DT: 07-21-2008
TITLE: CHAPLAIN I
POSITION: 717172
UNIT/PDC: H1/HO
HAZ/LONG CD: 8
FTE: 1.00
TB-GRP/STP: B-07/00
SALARY: 2,664.33
OT ELIG: N
JOB CLASS: 5081
EMP TYPE: CRF
LAST PROM: 00-00-0000
LAST MERIT: 00-00-0000 0.00

Rutledge's whole app. here: www.PreciousHeart.net/OIG/Rutledge-TDCJ-Apps-Promotions.pdf



TEXAS DEPARTMENT OF PAYROLL STATUS		Rutledge ROCKETS to Chaplain III Feb. 1, 2013 Reg. Chaplains are Chaplain III Rutledge is Asst. Director of Chaplains	
PM/PM	NAME: RUTLEDGE, MICHAEL E		
CHANGE	SSN: [REDACTED]		
	REASON: PROMOTION OF A CLASSIFIED EMPLOYEE		
OLD INFORMATION:	NEW INFORMATION:		
REASON CODE: FY/Y13	REASON CODE: AC/020		
EFFECTIVE DT: 09-01-2012	EFFECTIVE DT: 02-01-2013		
TITLE: CHAPLAIN I	TITLE: CHAPLAIN III		
POSITION: 717172	POSITION: 020876		
UNIT/PDC: H1/HO	UNIT/PDC: PM/PM		
HAZ/LONG CD: 8	HAZ/LONG CD: 4		
FTE: 1.00	FTE: 1.00		
TB-GRP/STP: B-17/00	TB-GRP/STP: B-21/00		
SALARY: 2,970.91	SALARY: 3,894.25		
OT ELIG: N	OT ELIG: N		
JOB CLASS: 5081	JOB CLASS: 5083		
EMP TYPE: CRF	EMP TYPE: CRF		
	LAST PROM: 02-01-2013		
	LAST MERIT: 00-00-0000 0.00		
DESC:			
ATTACH: ATFL AUTHORITY			

NEW HIRE:			

PAYROLL DUE: TOTAL H			
1. 02/01/13-02/28/13			

MAILING ADDRESS:			

Why - Promotion of Classified Employee

Marvin Dumbar Promoted his **FRIEND**, a fellow African American with NO APPLICATION process ... making use of the VERY RARELY used exception for Military staff, the only "staff" that can be promoted without normal competition. So, Dumbar KNOWS enough to circumvent those with more experience, education and DEDICATION ... and many cannot help seeing a **racial card being played**. Military WORKED for Dumbar there, but did NOT matter at the Goodman. Moreover, in Open Records, the military of one was redacted too ... in fact, ALL three NOT chosen for Goodman were head-and-shoulders taller in experience, education and dedication Rutledge, to say nothing more of the novice newly minted Warden Beard chose for his "handler" mentor co-violator in TDCJ's honor.

Hard to imagine this goes on 15 years after the exposure of Bill Pierce's hire, who did not even have an accredited B.A. -- But here it is!

One would have to **BLIND** not to see the travesty. Chaplaincy Profession suffers. Only reason Rutledge was promoted (with his two sloppy applications and failure to make Reg. Chaplain 1) and the military loophole used—*only reason*—was because he was __?__ what (friend?) of Marvin Dumbar. **In the light, no other with so little experience would be promoted from Chap. 1 just THREE months later to a newly created Asst. Director of Chaplains now over all under ANY other department in the U.S.!**

Except in TDCJ Program and Services. Therein, **ALL SUFFER** in TDCJ in morale and competence when—now then—these shennigans continue unabated **after exposure upon exposure for 20 years!**

Rutledge's whole app here, **please:** www.PreciousHeart.net/OIG/Rutledge-TDCJ-Apps-Promotions.pdf



Tab 11 – TDCJ Staff Chaplain Totals FYs 2013, 2014, 2015, 2016

See www.PreciousHeart.net/chaplaincy/TDCJ-Staff-Chaplain-2013-2014-2015-2016.xlsx for full stats for 2013, 2014, 2015, 2016 ... the Staff Chaplain cumulative:

**130 Staff Chaplains****No Staff Clerical Help**

Unit chaplain secretaries cut c. 1996

**LOOK >>**

SMALL fraction of the **TOTAL**
statistics collected.

EXTRAORDINARY
by any measure.

Please—NOT one SINGLE item from ANY of these are in ANY doc sent to the TBCJ for the last 15 years—Not ONE on Chaplains!

A few 1,000 of SA are shared, though funded 10x\$ as much!

Worse, from RPD, there has not been ONE strategy document where RESOURCES for the Staff Chaplain were CONSIDERED while they did all this and 1,000,000s more at LINK above—

Not One Strategy Doc in 15 yrs!

Maness—the ONLY one showing these to legislators and FIGHTING for Chaplains—Maness Alone!

UCC sessions participated in	6,338
Classes/Study groups led	31,411
Offenders attending	1,056,624
Worship Services led	24,688
Offenders attending	2,095,245
Primary Multisim Svcs Conducted on Unit	17,696
Offenders attending	406,236
Add't Muslim Svcs/Class Conducted on Unit	19,970
Offenders attending	339,809
Total Programs supervised	256,362
Ministerial Visits Facilitated	14,821
I-60's Answered	1,609,082
Counseling groups led	14,392
Counseling interviews (15 min. or longer)	127,220
Offender contacts (less than 15 min.)	1,213,615
Offender family emergency messages delivered	62,836
Offender phone calls supervised	61,035
Phone calls made on behalf of offenders	49,766
Offender family phone calls received	81,264
Offender family letters written	3,372
Offender family letters received	2,267
Offender deaths worked	3,454
Approved volunteers supervised	563,430
Training hrs. conducted	18,557
Hrs. TDCJ training received	27,193
Hrs. Denom training received	9,317
Hrs. of Continuing Education	8,856
Hrs. of Staff Ministry performed	45,064
USSO/Post Trauma Team hrs.	1,040
Safe Prison Program hrs.	1,744
Hrs. of Community Service	9,472
Speaking engagements	5,041

Now see for RPD reports to the TBCJ ...

www.PreciousHeart.net/chaplaincy/RPD-Quarterlies-2012-2013-2014-2015-All-21-Reports.pdf

In these and in all for the last 20 years, not a SINGLE stat for Staff Chaplains—ZERO!

www.PreciousHeart.net/chaplaincy largest collection of prison chaplaincy docs in the world >>>

www.PreciousHeart.net/chaplaincy/01-Chaplain_Pt_1_Proposal_2000.pdf for the first true TDCJ market study of Staff Chaplains in TDCJ history and what went to Austin.



Exponential Close—After 20 Years of Exposures, Still so Brazen a Violation

Once the manipulation of Warden Glenn Beard is proven, that he certainly did not act alone, but to please a mentor who “ordered” him violate policy PD 71 in multiple, shameful ways ...

Once one sees the clarity of disgusting Regional Chaplain Daniel Rose’s full cooperation with and aiding and abetting Beard’s violation of PD 71 (instead of standing for the “right” as a *chaplain* of all people should do) ...

Once one sees how disgusting Rose furthermore manipulated TDCJ Chaplaincy policy documents, lying and circumventing policy there, too ...

And once one see how disgusting Rose had been doing that for YEARS on all the units he has supervised, including the obstruction of justice in willfully ignoring the multiple violations of policy at the Polunsky Unit—dangerous violations—in the light of the *Book of Secrets* even predating his promotion ...

And lastly, that ... how many others at Polunsky ... including all the Asst. Wardens and Majors there now and who have been promoted from Polunsky the last ten years ...

Then, one persistent Chaplain is “run off” for exposing, and kept out for still exposing.

Then the extant of and sheer **brazen nature** of these violations of PD 71 *plus* manipulation of Warden Beard are **exponentially grosser** given that these here in 2017 were done AFTER revelations of manipulation of hiring qualifications to hire Dir. of Chaplains Jerry Groom (lowering qualifications 23 years ago), Dir. of Chaplains Don Kasper (lowering exp. Qualifications 20 yrs ago), and then, despite exposure, hiring Dir. of Chaplains Bill Pierce (about 15 yrs ago) despite Pierce not even having a CHEA accredited B.A.—then exponentially worse still after the exposure of Polunsky, a dozen letters since pleading for an OIG investigation.

After all that—here we have *another* brazen, total violation of PD 71!

That is the Programs and Services Division concern for fair treatment—still in Dumber’s hands, poised for promotion as director.

Of course, as said at the beginning, if Beard and Rose just acted alone, then the problem is much worse, for then they and their mentors have fostered a TOTAL “do as you please attitude” toward policy, free to do *anything* they wish anytime they wish. But that is not so.

Beard was manipulated, as a newly minted senior warden finally reaching his life goal, loving TDCJ. Beard was *trying* to please his mentors who “ordered” him to violate policy by telling in Michael-Upshaw-conniving-way to “Choose anyone he wants, just not Maness.”

Therein see the true nature of the BRAZEN disregard for policy, honor, and even hate for TDCJ’s most noble principles. A long history, after multiple exposures, still going on. Believe it, the line staff and officers see it, affecting morale and attrition in no small way.

And had I NOT come forward, it would have been completely in the dark. Had I NOT written that 700-page *Book of Secrets* (no small feat) when I did, I would have never been able to today (that took 1,000+ hours and several \$1,000). Please, look and see.

You all would not have seen or even had a clue to this without the 200-plus hours of research and writing to present this alone document alone.

I was done wrong five years ago and still want redeemed. My honor and reputation and career were hurt by illegal conniving traitors to TDCJ’s most honorable precepts and policies, some connivers now retired but a few still at it. **This can be OIG finest hour.**

THE END – I hope not! – What are you prepared to do?



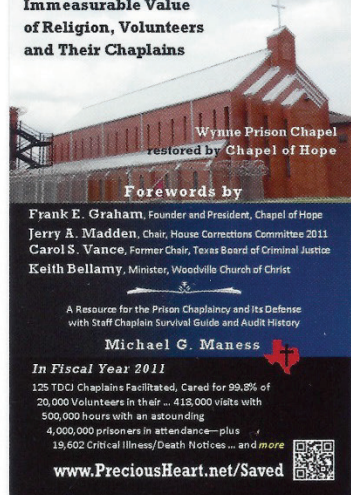
Chaplaincy Professional Equity = Chaplaincy Division

I used these in 1999 to market the Excellency of Staff Chaplains in Austin
at my own expense – in 1999 we won the first pay-group raise in 40+ years



How We Saved Texas Prison Chaplaincy 2011

Immeasurable Value
of Religion, Volunteers
and Their Chaplains



<<< See www.PreciousHeart.net/Saved on how we SAVED
TDCJ Chaplaincy with ZERO HELP from RPD ...

I pray this book helps Prison Chaplaincy survive and aids in
excellence regarding its solemn and exquisite task in that noblest
enterprise of Care for the Soul as staff Chaplains facilitate the
Greatest Source for Change in Human History—religion.

Michael G. Maness, 2015



Care for the Soul

I am the **ONLY** one in Texas who write that.
The only one who **CARED** to write it too.

If OIG cannot investigate this, what is OIG's use?

What are you prepared to do?

The unfair treatment of Staff Chaplains is now documented beyond any doubt. I was set up because of these exposures. This document with the previous 20 years of excellent, superlative statistics always hidden on what Staff Chaplains facilitate show the great need for a **Chaplaincy Division** to take care of the Chaplains, properly report their super-human work, support their professional development and help them CARE for their dear volunteers that make up 98% of the entire volunteer core. No one in RPD has truly defended Chaplaincy in 15 years.