





Let me ask the most obvious question. Assuming Hinojosa *intended* to follow the HR policy and follow Texas and U.S. normal business practices, and assuming a big stretch that Hinojosa did **actually weigh the merits of applicants**—really—**how did he choose Timothy Jones without an interview?** The applications are revealing, and Jones’ application is stunning in its lack of interest in chaplaincy all his adult life, strikingly short of interest in education, and much more (See the *Deep State Report* for more). See the others’ apps, most of which indicate a *life-long love* of learning and dedication to becoming “All that One Can Be” in one’s faith.

See page 16 of PD-71— and thinking positively of Hinojosa—see what Dunbar connived for Hinojosa do to do. Given the tonnage in the *Deep State Report* already given on Dunbar’s dopey unethical practices, if section VIII.B was not there, Jones would have been hired without even the interview *questions* being created. Forget that the questions were never asked, never *intended* to be asked. Dunbar *needed* Mr. Jones to help cover up Polunsky and continue Dunbar’s own dumbing down of professional chaplaincy, someone like **Dunbar himself lacking any interest in the profession**, totally beholden *not* to TDCJ directives or Texas values, but beholden to the Deep State Dunbar-like antics that look for the runts of the litter when it suits them. Hiring Jones allows Dunbar to still seem like the smartest whip in the room, cause among the Joneses of this world, Dunbar is the smartest and most experienced in the TDCJ lethargic longevity leaning long to toward loony fiats of self-promotion.

RPD did not interview any of the applicants with more experience, more education, and more dedication to chaplaincy than the one hired. Why? Because Dunbar *can!* In spite the exposures of Dunbar’s racist hiring of Rutledge, Dunbar’s support for the racist Goodman hiring, Dunbar’s collusions with slug Mr. Clean Michael Upshaw in *cleaning* contraband, *clearing* dobey Chaplain David Collier, and *clearing* their chickadee Polunsky Wardens—oh, *tell me Hinojosa was kept out of that fruit loop!*—and so **Dunbar works another stupid conniving. “Stupid”** because it is so easy to see, if one just looks at the documents. Here, Dunbar doesn’t even *try* to hide his sloppiness, because he is protected, and knows it, though yet as protected as Chaplain Collier. Dunbar *continues* the now 25-year-old RPD practice of hiring the dumbest runts of the litter, and here in part to continue Polunsky’s cover up. NOBODY has or will check Dunbar. Why? Because he is black? Because he supported Mr. Clean?

VIII. Appointments

After a position in salary group A17/B17/C4 or above has been posted, the selection reviewer may obtain written approval from the executive director, deputy executive director, or appropriate division director to appoint a qualified applicant to the position.

B. Although specific forms are not required, the following shall be included in the selection packet submitted to the contact person: the written approval to appoint an applicant to the position and any interview questions and the rationale used for the selection of the chosen applicant, including any applicable foster child employment preference or veteran’s employment preference.

**Listen—it took an ENTIRE YEAR to get these from TDCJ’s legal counsel, William Overton!**

I specifically requested all the applications *and* interview documents in late 2018. I received the applications on 10-22-18, short of docs. I sent more emails, and finally on March 7, 2019, Zeke Tisdale sent a cost est. of \$99.10 for the rest; with that est., there was a copy of *one* of my email requests to Karen Hall (2-21-19). I paid the money. I received the PDFs of the diplomas, transcripts, etc., but **no interview documents**. I kept at it. What is wrong here? Just typical TDCJ doing what it pleases, the law set aside again and again, this time by several in TDCJ’s Office of General Counsel, or just Overton. I don’t really care to discover more there.

Finally, I get the **exchange attached**—yet only *after* I send *another* email request for the **interview documents**, and *after* I make an **appeal to the Texas AG’s Open Records Enforcement Division**. Then I receive an email from Overton, which informs me they, too, are appealing to the AG to deny for “confidentiality” reasons. Around the old merry-go-round we



go, 20 years and running. I made clear in perhaps 30 emails the last few years that it's *okay* to redact confidential items. Overton himself has been oddly odious in ornery obfuscation, and—perhaps prescient to this piece—I shared his sniveling sidetracking with several during this surreal story. What was *confidential*? That there was *no interview*? Hah! Rather, it was just another attempt to wear out, wait out, dally, twiddle, and hope the requester would give up.

Then, in another sleight of legalese (what do you call it?), I get another email from Overton, asking if I will **allow them to redact**. I again said, “*Redact, Redact,*” for I guess I must place a sign on his heads. He could have asked a year ago! And I plea *again* for what seems like the 100th time in the last ten years to ***plwweasseeey just let me know WHAT was redacted.***

Overton retracts his AG appeal, releases—***finally!***—then sends me a snarky email.

See below what Overton kept Top Secret for an entire year! See the small documents, most of them BLANK. I *guess* he was trying to protect RPD's goofiness, for the **key element of all is that there were **No Interviews****. He kept “no interviews” secret! *That* took a year? That took appeals to the Texas AG? A year? What a stinking violation of the OR law. For that!

See the strikingly **empty documents**. A hiring board was prepped for Rene Hinojosa and Marvin Dunbar, the questions readied, and the date set. **But the reality is full of feces**, like Polunsky today, for RPD merely filled out HR forms to AVOID interviews. Reality! RPD Dunbar **LED** Hinojosa to do the **ABSOLUTELY MINIMUM necessary** to hire the high school graduate Polunsky-trained Timothy Jones for reasons still **Top Secret to the public**.

Look at the documents! **Could anyone have done any **LESS** in hiring?** That's a serious question. **That is how valuable chaplaincy is to RPD today and has been for 20 years.**

**Usually, when a top position is filled, most know why—cause the man/woman earned it!**

In the light of the [Deep State Report](#), we see why. I doubt Hinojosa had more than a lunch with Jones. The real reason Jones was hired was **because Marvin Dunbar did it again**, hiring the lowest qualified **on purpose** and to continue the **cover up the Polunsky Twilight Zone**. And to keep the chaplaincy profession dumbed down, so Dunbar could do more racist hiring.

**See the end of professional chaplaincy in TDCJ. Religion is more valuable to Texans.**

Now, with the sordid year-long struggle to get this final piece, we see William Overton and Marvin Dunbar **protected**, clearly Deep State operatives **who do as they please**. To use Overton's own words, he does “not have to respond” to questions or follow ups, and he did not, for an entire year. Worse—but who cares?

Worse? If Hinojosa did not truly take “all factors” into sincere “consideration”—as his signature says he did—is that *lying* on a state form? If not, then **Hinojosa trusted the **LIES** of Dunbar who **LED** Hinojosa to **LIE on the HR PERS 284****. Who will ferret out that piece deliriously dizzying Dunbar dung? See Mr. Timothy Jones stunningly vacant application, and wonder to high heaven what was so outstanding that allowed him to rocket from Correctional Officer to the head of one of the largest chaplaincy corps in the U.S. in six years. **Ask RPD.**

[www.PreciousHeart.net/OIG/Timothy-Jones-TDCJ-App-7-2018.pdf](http://www.PreciousHeart.net/OIG/Timothy-Jones-TDCJ-App-7-2018.pdf) > >



And after that, see the other applicants, and wonder. What is RPD really up to in letting Dunbar direct the dumbing down of the dear chaplaincy in damning dopey delusions.

[www.PreciousHeart.net/OIG/Rel-Serv-Apps-ALL.pdf](http://www.PreciousHeart.net/OIG/Rel-Serv-Apps-ALL.pdf) > >



**Equality has flown the chicken coop.**

See [TDCJ Deep State Report—Case of the Collared Fox](#), 2nd Edition



[www.preciousheart.net/OIG/TDCJ-OIG-2019.pdf](http://www.preciousheart.net/OIG/TDCJ-OIG-2019.pdf)

**WHO will stop the RPD 25-year habit of hiring the least qualified?**



## 2. William Overton Open Records Law Codicil

**Legislators—I ask all of you to add one line to the Texas Open Records Law.** As good and detailed as the OR is, there is a significant problem. Call it the William Overton Codicil, for he is a distinguished leader in TDCJ’s Office of General Counsel and has made clear many times that he and staff **DO NOT HAVE TO RESPOND TO QUESTIONS**. Add this codicil:

**All respondents are encouraged to respond to reasonable follow up questions and help requesters with clarifications, as this will save all parties time and money.**

Legislators, this could have saved perhaps \$1,000s this last year alone if your accountants could tally the time involved for the single answer of 31 pages. We are talking about the time of Overton himself (his consultations with Howell and staffers), the Texas AG’s time *from* him and *from* me, the TDCJ’s executive office relaying, and of course TDCJ’s HR *and* RPD staffers responding, plus my time and *YOUR* time here as well—put a value on all that!

Legislators—*please*, if to me, then you know Overton and his ilk have done this many times before. Here there appears to me to be another clear case of him just violating the law. Clearly the OR intent is help citizens understand Texas operations as Overton’s *employer*.

I am sure Overton is a good lawyer, educated with more than a high school diploma—unlike RPD so pitifully outlined here. Likely, there are two reasons the OR does **not require** respondents to answer follow up questions: 1) the OR authors’ assumed that responders as fellow Texas would clarify, and 2) the responder could say “*enough and Good bye*” to a kook.

Look what was withheld for a year here and took *several* OR requests. Documents on the newly created Deputy Director of Religious Services for one of the largest state prisons in the U.S. overseeing the most important value of Texans—**religion**. Now listen to this by Overton after he finally responded to my follow up question as if I had pulled a good tooth from him:

Be further advised that the PIA does not require us to include your follow up requests after the release of the requested information has been made, as has been made clear to you before. You may issue new public information requests through the proper process, as has been communicated to you on other occasions.

1

**Legislators—ask your staff to draft an Overton Codicil to the OR Law.** Look closely at what was given here after an entire year. See the gargantuan exposure. The 31 simple documents. The interview cancellation says volumes on the value of the position to an **Equal Opportunity Employer** that TDCJ falsely advertises a lot of the time. Yet the case here has relevance to high heaven. As much the pages of the *TDCJ Deep State Report*, these **EXPOSE that RPD’s Marvin Dunbar caused the RPD Director Rene Hinojosa to LIE on PERS 284**, falsely claiming that *someone* considered “all factors,” which was impossible here without an interview, for the applicants documents tell another story.<sup>2</sup>

For the *TDCJ Deep State Report—Case of the Collared Fox*, Marvin Dunbar’s already sloppy, lazy, and ruinous treatment burst forth *again* like the Dog Star through the night clouds, for Dunbar did the **absolutely LEAST POSSIBLE** in hiring the person overseeing religion in TDCJ. Dunbar not only hired the lowest qualified person in TDCJ history, **Dunbar did it speedily through an apparent LIE from his boss**. Nor is that the first time.

**THE reason for the Overton Codicil—**  
to get these kinds of treasonous data *without* a year-long fight.

<sup>1</sup> William Overton email, 9-5-19, PDF page 7 below and [www.PreciousHeart.net/OIG/Interview-Docs.pdf](http://www.PreciousHeart.net/OIG/Interview-Docs.pdf) ..... >

<sup>2</sup> PERS 284 signed by Hinojosa on PDF page 40 below and [www.PreciousHeart.net/OIG/Interview-Docs.pdf](http://www.PreciousHeart.net/OIG/Interview-Docs.pdf) .... >



**From:** maness3@att.net  
**Sent:** Thursday, September 5, 2019 10:50 PM  
**To:** 'William Overton'  
**Cc:** 'sharon.howell@tdcj.texas.gov'; Dale Wainwright (wainwrightd@gtlaw.com); James White (jamesearlwhite@hotmail.com); James White (jamesearlwhite12@gmail.com); Michael Maness (maness3@att.net); Michael Maness (mgmaness3@gmail.com)  
**Subject:** RE: PIR-Michael Maness

Thank you Mr. Overton.

That is sufficient and on point. And about time.

Since you crafted your email defensively again, and I assume for the “record” to appear to correct my ignorance, *again*, and for others to see—I reciprocate ... again. But this is for the “record,” really, and online for posterity too. This is critically important history, at least to the household of faith.

Yes sir, you have said **before** that you do **not have to respond** to questions—many times, too many times, to avoid legitimate Open Record concerns. However, you **can** respond, if you chose to, as there is no prohibition—you know that. We have played on this merry-go-around too many times. Plus, you also **know** there is **implied** in the spirit of the OR law a desire to help the respondent. I mean, come on, that is what **“open” records** are all about. Do we *really* need to write a law that helps responders on such? I think not. That is what we have the Texas AG’s office for, you have supervisors for, and I have state representatives for. **But you clarified—so, sincerely, thank you.**

It was critical to chaplaincy history to see the interview documents for the **Deputy Director of Religious Services**, or to know whatever was redacted. Now that is so simple, and you, sir, could have responded about a year ago. You know that, too.

**But Thank you—it is *important* that the newly created Deputy Director of Religious Services position had NO INTERVIEWS, and that it was filled by appointment.** That the two interviewers scheduled were Rene Hinojosa and Marvin Dunbar. Sad that it took almost a year, took my several requests to you and your office, others’ offices, my recent repeated request a month ago, my appeal to the Texas AG, YOUR appeal to the Texas AG to redact, then finally YOUR retraction of YOUR AG appeal because you asked *again*, and I responded *again* saying “redact-redact” and inform on what was redacted if not evident.

Quit jumping around on that like a it was hot potato.

I wanted to include that in the 1st Edition in mailed in January and the PUBLIC 2nd Edition of the [TDCJ Deep State Report—Case of the Collared Fox](#) mailed out last week. I will add it to the online version with the other stuff your office has been HIDING and appealing to the AG to keep from the public when the AG decides. Surely, the TDCJ seminary graduates will NOT be Top Secret like you have made big bones about—yet, we will see. Hopefully Governor Abbott will step up, too, on this.

**Dale, James, Sharon, et al *bbc’d***, I hope you all take note of this expensive time-consuming exchange. Not just the emails below—should you choose to read that far—or the dozen other emails in which I reiterated the “Interview Docs” nearly a YEAR AGO. Mr. Overton, WHAT did it cost your TDCJ counsel’s office, the AG’s office, and MY TIME (which you have no respect for) ... and, for what? To redact ONE ITEM, “veteran” in the interview preparation documents for an interview that never took place! You, Mr. Overton, make a bigger deal out of “veteran” confidentiality in your email than I ever did. You, sir, *know* I what was searching for, and

just provided more costly legalese-delaying tactics. I just wanted the interview documents, as I have received many times before, and now I have them a **year later**. Come on, now. Let's be honest here.

**Open Record laws are designed to expose this very thing.** Now at least my representative knows too. Yet this exchange of Deep State hiding is nothing compared to the what is now a critical part of the **history of abuse of chaplaincy, in that the higher qualified applicants did apply and were not even interviewed.** To me, that explains the one week window for applicants—in spades—for it did not matter WHO applied, Timothy Jones was going to get the position to help Marvin Dunbar continue the cover up of the Polunsky Twilight Zone fiasco.

Thank you, Mr. Overton, for this response.

Though I just wish you had done it a **YEAR** ago **WITH** the application information I received on 10-22-18—a year ago—or simply answered to the email to Karen Hall on Feb. 21, 2019, or the other emails to you and many. But, thank God, you did answer this one sent *again* a month ago. **You could have, done it a YEAR ago, you know that!** But, as you say, you “do not have” to respond to **anything**, and you have *not* for a year. Just ignore what you please, or what your boss said you should ignore—that is not for me determine. I am too busy with chaplaincy to help fix your office, too, though this exchange history has a part.

Furthermore, as made clear in the [TDCJ Deep State Report—Case of the Collared Fox](#), it is a bit fruitless to ask that you be vetted on this, disciplined accordingly, as you have made clear (and the absence of response from your boss, too) that you are a part of the protected class in TDCJ. You can do whatever you want, as those in chaplaincy and RPD have for 20 years, and it takes an unusual amount of citizen persistence to ferret that out that.

**Tada**—there was an interview prepped and never completed—a year to release, Mr. Overton!—and **that is Deep State Disgusting!**

This email exchange is added the responsive info send a few weeks ago, **just for the record**, and placed online: [www.PreciousHeart.net/OIG/2019-08-27-Interview-Docs.pdf](http://www.PreciousHeart.net/OIG/2019-08-27-Interview-Docs.pdf) ... in summary and linked to that like the 100 or so other documents, and added to the *Deep State Report's* last page where the outstanding AG appeals were noted, just a **growing tree of infamy**, until Dale Wainwright, James White, or Governor Abbott decide to finally take steps to end the Deep State antics. I've done my part.

I hope and pray we can have as easy and more timely and friendly clarifications in the future.

Sincerely yours,

Michael G Maness

409.383.4671

[Maness3@att.net](mailto:Maness3@att.net)

[www.PreciousHeart.net](http://www.PreciousHeart.net)

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**From:** William Overton <William.Overton@tdcj.texas.gov>

**Sent:** Thursday, September 5, 2019 8:45 AM

**To:** maness3@att.net

**Cc:** OGC Open Records <ogcopenrecords@tdcj.texas.gov>

**Subject:** RE: PIR-Michael Maness

**Mr. Maness,**

**As was explained to you in prior emails, we believe the veteran status of individuals is confidential. Veteran information has been redacted with your knowledge and agreement.**

The interviewers' questionnaires are blank because the position was filled under appointment. Interviews were not conducted, thus there is no response from which to record responses or make comments or notes. See page 27 of the responsive information.

Be advised, you were provided the information you requested. The PIA does not require that we piece together the responses to answer your questions.

Be further advised that the PIA does not require us to include your follow up requests after the release of the requested information has been made, as has been made clear to you before. You may issue new public information requests through the proper process, as has been communicated to you on other occasions.

Thank you,

**William Overton**  
**Assistant General Counsel**  
**Texas Department of Criminal Justice**  
**P: (936) 437-6787**  
**F: (936) 437-6994**

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**From:** [maness3@att.net](mailto:maness3@att.net) <[maness3@att.net](mailto:maness3@att.net)>  
**Sent:** Wednesday, September 04, 2019 7:42 PM  
**To:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>; Open Records Exec Services <[OpenRecords.ExecServices@tdcj.texas.gov](mailto:OpenRecords.ExecServices@tdcj.texas.gov)>  
**Cc:** William Overton <[William.Overton@tdcj.texas.gov](mailto:William.Overton@tdcj.texas.gov)>; Michael Maness <[maness3@att.net](mailto:maness3@att.net)>  
**Subject:** FW: PIR-Michael Maness

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If you believe this to be a malicious and/or phishing email, please contact the Information Security Office (ISO).

Folks,

Do I need to make an OR request for a list of what was redacted? If so, here it is.

I did say redact, but needed very much to know what was redacted if not already evident.

Is the Blank Form with questions a COPY of ALL of the interviewers questions FORM, where the interviewers chose NOT to make any comments that the interviewers heard?

Are there any forms redacted not present in your response? Or did you redact ALL the responses?

The AG has already approved release of most of the answers to the interviewer questions, if written down, and release of any personal notes by the interviewers within reason.

**That is, if you redacted all the responses and all the personal notes, then that is not right, and I need to know.**

**It is a simple request.**

**In sum, EITHER the interviewers made no comments, or you redacted all of them.**

**Please, come on now.**

Michael G Maness  
409.383.4671  
[Maness3@att.net](mailto:Maness3@att.net)  
[www.PreciousHeart.net](http://www.PreciousHeart.net)

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**From:** [maness3@att.net](mailto:maness3@att.net) <[maness3@att.net](mailto:maness3@att.net)>  
**Sent:** Wednesday, August 28, 2019 5:36 PM  
**To:** 'OGC Open Records' <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Cc:** 'exec.services@tdcj.texas.gov' <[exec.services@tdcj.texas.gov](mailto:exec.services@tdcj.texas.gov)>; Michael Maness ([maness3@att.net](mailto:maness3@att.net)) <[maness3@att.net](mailto:maness3@att.net)>  
**Subject:** FW: PIR-Michael Maness

Dear Jae'lon,

**Did you get this follow up?**

What about the answers to the questions?

Or did interviewers Hinojosa and Dunbar record nothing?

It is important to know whether they recorded nothing or not.

And it is important to know whatever answers the applicants made.

And if there were any personal notes by the interviewers NOT on the worksheets.

Sincerely,

Michael G Maness  
409.383.4671  
[Maness3@att.net](mailto:Maness3@att.net)  
[www.PreciousHeart.net](http://www.PreciousHeart.net)

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**From:** [maness3@att.net](mailto:maness3@att.net) <[maness3@att.net](mailto:maness3@att.net)>  
**Sent:** Tuesday, August 27, 2019 8:58 PM  
**To:** 'OGC Open Records' <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Cc:** Michael Maness <[maness3@att.net](mailto:maness3@att.net)>  
**Subject:** FW: PIR-Michael Maness

Very good. Thank you.

What about the **answers** to the questions by each respondent?

They are not included. None of the answers seem to have any confidential bearing at all.

Sincerely,

Michael G Maness  
409.383.4671  
[Maness3@att.net](mailto:Maness3@att.net)  
[www.PreciousHeart.net](http://www.PreciousHeart.net)

---

**From:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Sent:** Tuesday, August 27, 2019 2:01 PM

PDF pg 8



**To:** [maness3@att.net](mailto:maness3@att.net)  
**Cc:** Jaelon Nelms <[Jaelon.Nelms@tdcj.texas.gov](mailto:Jaelon.Nelms@tdcj.texas.gov)>  
**Subject:** PIR-Michael Maness

Mr. Maness,

Attached please find the responsive information for your request dated 08/07/2019.

Thanks,

*Jae'lon Nelms*  
Legal Assistant I  
Office of the General Counsel  
Texas Department of Criminal Justice  
(936)437-6698

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**From:** [maness3@att.net](mailto:maness3@att.net) <[maness3@att.net](mailto:maness3@att.net)>  
**Sent:** Monday, August 26, 2019 7:11 PM  
**To:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Cc:** William Overton <[William.Overton@tdcj.texas.gov](mailto:William.Overton@tdcj.texas.gov)>; Jaelon Nelms <[Jaelon.Nelms@tdcj.texas.gov](mailto:Jaelon.Nelms@tdcj.texas.gov)>  
**Subject:** RE: Withdrawal Request for Decision

**CAUTION:** This email was received from an EXTERNAL source, use caution when clicking links or opening attachments.  
If you believe this to be a malicious and/or phishing email, please contact the Information Security Office (ISO).

Thank you very much.  
I eagerly await the information.  
Sincerely,

Michael G Maness  
409.383.4671  
[Maness3@att.net](mailto:Maness3@att.net)  
[www.PreciousHeart.net](http://www.PreciousHeart.net)

---

**From:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Sent:** Monday, August 26, 2019 1:48 PM  
**To:** [maness3@att.net](mailto:maness3@att.net)  
**Cc:** Jaelon Nelms <[Jaelon.Nelms@tdcj.texas.gov](mailto:Jaelon.Nelms@tdcj.texas.gov)>  
**Subject:** Withdrawal Request for Decision

Mr. Maness,

Attached, you will find the withdrawal for the request for decision. If you have any questions please contact William Overton at 936-437-6700.

Thank you,

*Jae'lon Nelms*

Legal Assistant I

Office of the General Counsel

Texas Department of Criminal Justice

(936)437-6700

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August 7, 2019

Dear OR Coordinator,

I would like to request all the interview documents for the Deputy Director of Religious Services position filled by Timothy Jones around August 2018, including any notes of each interviewer. I do not need the TDCJ applications of any, as I already have those from a previous request last year.

These include the list of those to be interviewed, usually prepped by personnel, the interview questions of each, and the determination paper that shows why the one selected was selected and signed by the interviewer/s. These documents show who all the interviewers were, who was supposed to show up, who showed up, the questions asked each applicant, the one chosen, primary reasons the interviewers chose the selected, and the signatures of referral for assignment.

Additionally, I would like a copy of interviewer personal notes taken during the interviews.

See the attached for examples of previously received OR interview docs. Those may not be all for the Jones hiring, but I am requesting all, except for the TDCJ applications.

This is an important part of chaplaincy history in this new position.

Sincerely,

Michael G Maness

409.383.4671

Maness3@att.net

[www.PreciousHeart.net](http://www.PreciousHeart.net)

**From:** [maness3@att.net](mailto:maness3@att.net) <[maness3@att.net](mailto:maness3@att.net)>  
**Sent:** Thursday, February 21, 2019 3:05:54 PM  
**To:** Karen Hall  
**Cc:** Michael Maness  
**Subject:** ORR - Dir of Rel Services Application Docs

Dear OR Coordinator,

I would like to resubmit this for the interview docs for the Dep. Dir. of Religious Services, which should include their questions and notes, the list interviewed, the decisions docs, etc.  
I already have all the applications.

I would also like any extra material submitted (diplomas, training cert., recommendation letters, transcripts, etc.) with applications for the Dep. Dir. of Religious Services, which I believe should have been included with the applications already sent. That is, many times in the past, the whole application packets were sent, which was what I asked for. I understand that all confidential material will be redacted, as usual (SS, BD, DL, etc.).

I would also like to **tender that the cost of such be mitigated** in the PDF sent, for the cost of the original **should have included ALL of the application packets**. So total cost of repulling and redacting *again* for what should have been sent with the applications should be mitigated in my opinion.

Sincerely,

Michael G Maness  
409.383.4671  
[Maness3@att.net](mailto:Maness3@att.net)

**From:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Sent:** Thursday, November 29, 2018 12:21 PM  
**To:** [maness3@att.net](mailto:maness3@att.net)  
**Cc:** William Overton <[William.Overton@tdcj.texas.gov](mailto:William.Overton@tdcj.texas.gov)>  
**Subject:** Open Records Request - 10/22/2018

**October 22, 2018**

**Receive email, with RPD docs,  
and Jones applications.**

Good Afternoon,

Please see the attached for the responsive information pertaining to your open records request received by the TDCJ on October 22, 2018. The TDCJ now considers your request closed.

Thank you,

Zeke Tisdale  
Legal Assistant I – Legal Affairs

---

**From:** [maness3@att.net](mailto:maness3@att.net) [mailto:[maness3@att.net](mailto:maness3@att.net)]  
**Sent:** Thursday, November 29, 2018 10:08 PM  
**To:** OGC Open Records <[ogcopenrecords@tdcj.texas.gov](mailto:ogcopenrecords@tdcj.texas.gov)>  
**Cc:** Karen Hall <[Karen.Hall@tdcj.texas.gov](mailto:Karen.Hall@tdcj.texas.gov)>; William Overton <[William.Overton@tdcj.texas.gov](mailto:William.Overton@tdcj.texas.gov)>; [Maness3@att.net](mailto:Maness3@att.net)  
**Subject:** Open Records Request - 10/22/2018

**October 29, 2018**

**Same day, request more info,  
specifying Interview docs.**

*Oooops ... correction*

c/o Zeke Tisdale  
Legal Assistant I – Legal Affairs

Re: request for all postings, apps for Dep. Dir. Rel Services, Man. IV:

On this last receipt, regarding Timothy Jones, can I confirm/conclude:

1. There were **no other** applicants?
2. There were **no postings** for this position?

A good history needs the above clarified, please.

I would like to make a follow up request:

3. **Follow up Request:** Who hired Timothy Jones? Where is the paperwork on WHO interviewed and hired him.
4. **Follow up Request:** Copies of the interview notes, forms, date of interview, etc.

Sincerely,

Michael G Maness

---

**From:** William Overton <[William.Overton@tdcj.texas.gov](mailto:William.Overton@tdcj.texas.gov)>  
**Sent:** Friday, November 30, 2018 9:48 AM  
**To:** [maness3@att.net](mailto:maness3@att.net); OGC Open Records  
**Cc:** Karen Hall  
**Subject:** RE: Open Records Request - 10/22/2018

**November 20, 2018**

**Overton: they are NOT  
required to answer questions**

Mr. Maness,

Regarding issues #1 and #2, under the public information act, we are required to release information, with exceptions. We are not required to answer questions, assumptions and conclusions are the requestor's own and not that of the TDCJ.

Thank you,

William Overton  
Assistant General Counsel  
Texas Department of Criminal Justice  
P: (936) 437-6787

**Takes a YEAR to get the interview docs HR  
requires, EVEN when no interview takes  
place. Overton COULD allowed then.**

**PDF pg 13**

## Texas Department of Criminal Justice Applicant Log

Job Posting No.: 045360PM			
Payroll Title: MANAGER IV			
Extended Working Title: DEPUTY DIRECTOR OF RELIGIOUS SERVICES			
Unit\Department\Division\Section: REHABILITATION PROGRAMS DIVISION			
Pay Group A1	Post Date: 07/13/2018		
Close Date: 07/23/2018			
Job No: 010729			
Name of Applicant	Veteran's Preference	In/Out	Status <sup>(1)</sup>
Berry, Mary L		WN	NS
Cade, Michael J		OUT	NQ
Flakes, Delena K		BT	NS
Greene, Charleton T		TN	NS
Jones, Timothy C		PM	SELECTED
Lowe, Randall K		WY	NS
Lowry, Cynthia C		B2	NS
May, Lawrence A		OUT	NQ
Presswood, Lorna L		OUT	NQ
Shannon, Thrushema T		OUT	NQ
Williams, Nathan E		OUT	NS
Wood, Michael R.		BJ	NS
TOTAL FOR POSITION NUMBER:		12	

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

Name: Berry, mary

Screening Form


Degree: Bach Attached: YES Accredited: yes

Nepotism: no DS067: no

Felony: no VET:

Former: no Retiree: no

Missing Documents:

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Berry, Mary**

**Education:**

Bachelor Degree, Theology, College of Biblical Studies, 2007

**Experience:**

11/01/2017 to present	Chaplain III, TDCJ, Region V
11/01/2014 to 11/01/2017	Chaplain III, TDCJ, Region III
11/01/2010 to 01/01/2012	Chaplain II, TDCJ, Polunsky Unit
04/23/1974 to 01/23/1984	Associate Pastor, New Day Deliverance Holiness Church



Name: Cade, Michael

NQ

Screening Form


Degree: \_\_\_\_\_ Attached: \_\_\_\_\_ Accredited: \_\_\_\_\_

Nepotism: \_\_\_\_\_ DS067: \_\_\_\_\_

Felony: \_\_\_\_\_ VET: \_\_\_\_\_

Former: \_\_\_\_\_ Retiree: \_\_\_\_\_

Missing Documents: \_\_\_\_\_

Name: Flakes, Delena

Screening Form


Degree: Bach Attached: yes Accredited: yes

Nepotism: no DS067: no

Felony: no VET: \_\_\_\_\_

Former: no Retiree: no

Missing Documents: \_\_\_\_\_

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Flakes, Delena**

**Education:**

Bachelor Degree, Criminology and Corrections, Sam Houston State University, 1987

**Experience:**

02/01/2016 to present	District Parole Supervisor IV, TDCJ, Parole Division
06/05/1997 to present	Publisher, R.A.G. Publishing (Part-time 5 hours)
01/01/2010 to 01/31/2017	Administrative Assistant, Mt. Sinai Missionary Baptist Church (Part-time 6 hours)
11/25/2013 to 02/01/2016	Program Supervisor V, TDCJ, Beto Unit
01/07/2008 to 07/10/2009	Program Specialist II, Texas Youth Commission
04/03/2003 to 01/06/2008	Chief of Classification, TDCJ
09/01/2004 to 01/01/2006	Teacher, Mt. Sinai Bible Institute
02/01/1998 to 05/31/2004	Teacher, Triumph Bible Institute
06/01/2002 to 04/03/2003	Intake Coordinator, TDCJ, Gist Unit
09/05/2001 to 05/31/2002	Case Manager, Dispute Resolution Center
11/01/1991 to 06/01/1997	Sociologist, TDCJ, Gist Unit
12/01/1990 to 10/31/1991	Case Manager, TDCJ, Gist Unit
08/01/1988 to 11/30/1990	Counsel Substitute II, TDCJ
10/01/1987 to 07/31/1988	Counsel Substitute I, TDCJ

Name: Greene, Charleton

Screening Form


Degree: HSD/ 68 Semesters Attached: no Accredited: yes

Nepotism: no DS067: no

Felony: no VET: \_\_\_\_\_

Former: no Retiree: no

Missing Documents: suppl.

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Greene, Charleton**

**Education:**

68 Semester hours

**Experience:**

01/15/2009 to present

Sergeant, TDCJ Offender Transportation

03/01/2006 to present

Pastor, Lake View Missionary Baptist  
Church (Part-time)

06/01/1998 to 01/15/2009

Correctional Officer, TDCJ Offender  
Transportation

06/01/1997 to 05/31/1998

Correctional Officer, TDCJ, Goree Unit

07/01/1995 to 05/31/1997

Sergeant, TDCJ, Lychner Unit

01/03/1994 to 06/01/1993

Correctional Officer, TDCJ, Byrd Unit

08/16/1991 to 12/31/1993

Correctional Officer, TDCJ, Ellis Unit

05/01/1991 to 02/01/2006

Assistant Pastor, Greater Zion

Missionary Baptist Church

Name: Jones, Timothy

Vet

Screening Form


Degree: B.S. cum hys/ASD Attached: no Accredited: yes

Nepotism: no DS067: no

Felony: no VET: no

Former: no Retiree: no

Missing Documents: \_\_\_\_\_

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Jones, Timothy (Veteran)**

**Education:**

86 Semester hours

**Experience:**

11/01/2017 to present

Chaplain III, TDCJ, Rehabilitation Programs

02/01/2017 to 11/01/2017

Chaplain II, TDCJ, Huntsville Unit

02/01/2013 to 02/01/2017

Chaplain II, TDCJ, Polunsky Unit

07/12/2012 to 01/31/2013

Correctional Officer III, TDCJ, Wynne Unit

01/31/2012 to 07/10/2012

Chaplain, GEO

01/30/2010 to 01/31/2012

Senior Pastor, Chalk Hill Assembly of God

04/01/2002 to 01/15/2010

Senior Pastor, River of Life Worship Center

07/31/1999 to 04/01/2002

Assistant/Administrative Pastor, Lakeview Assembly of God

05/31/1995 to 06/01/1999

Senior Pastor, First Assembly of God

01/15/1991 to 06/01/1995

Senior Pastor, Talco Assembly of God

05/01/1988 to 01/01/1991

Youth/Associate Pastor, Lakeview

06/27/1980 to 03/05/1988

Assembly of God

Name: Lowe, Randall

Screening Form


Degree: \_\_\_\_\_ Attached: \_\_\_\_\_ Accredited: \_\_\_\_\_

Nepotism: \_\_\_\_\_ DS067: \_\_\_\_\_

Felony: \_\_\_\_\_ VET: \_\_\_\_\_

Former: \_\_\_\_\_ Retiree: \_\_\_\_\_

Missing Documents: \_\_\_\_\_



**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Lowe, Randall**

**Education:**

Doctor of Ministry, Theology, Trinity Evangelical Divinity School, 2002  
Master's, Theology, Southwestern Baptist Theological Seminary. 1988  
Bachelor Degree, Economics/Christianity, Houston Baptist University, 1985

*updated*



**Experience:**

02/01/2013 to present  
08/2012 to 01/2013

Chaplain II, TDCJ, Wynne Unit  
Correctional Officer III, TDCJ, Ellis  
Unit

01/2004 to present  
03/2010 to 08/2010  
01/2008 to 05/2008  
10/2003 to 01/2004  
06/2003 to 12/2003  
08/2000 to 09/2003  
04/1990 to 08/2000

Pastor, Calvary Baptist Church  
Census Taker, US Census Bureau  
Substitute Teacher, Trinity ISD  
Substitute Teacher, Livingston ISD  
Substitute Teacher, Goodrich ISD  
Pastor, Emory Baptist Church  
Pastor, First Baptist Church

Name: Lowry, Cynthia

Screening Form


Degree: Bach Attached: yes Accredited: yes

Nepotism: no DS067: no

Felony: no VET: \_\_\_\_\_

Former: no Retiree: no

Missing Documents: \_\_\_\_\_

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Lowry, Cynthia**

**Education:**

Bachelor Degree, Criminal Justice, Southern New Hampshire University, 2017

**Experience:**

01/2007 to present

Chaplain II, TDCJ, Rehabilitation  
Programs

01/20/2001 to 12/31/2006

Pharmacy Technician, Cedar Creek  
Pharmacy

07/1996 to 12/31/2006

Founder and Director, Kemp One by  
One Ministries

Name: May, Lawrence

NQ

Screening Form


Degree: \_\_\_\_\_ Attached: \_\_\_\_\_ Accredited: \_\_\_\_\_

Nepotism: \_\_\_\_\_ DS067: \_\_\_\_\_

Felony: \_\_\_\_\_ VET: \_\_\_\_\_

Former: \_\_\_\_\_ Retiree: \_\_\_\_\_

Missing Documents: \_\_\_\_\_

Name: Presswood, Lorna

NQ

Screening Form


Degree: \_\_\_\_\_ Attached: \_\_\_\_\_ Accredited: \_\_\_\_\_

Nepotism: \_\_\_\_\_ DS067: \_\_\_\_\_

Felony: \_\_\_\_\_ VET: \_\_\_\_\_

Former: \_\_\_\_\_ Retiree: \_\_\_\_\_

Missing Documents: \_\_\_\_\_

Name: Shannon, Thrushema

*NQ  
supv*

Screening Form


Degree: \_\_\_\_\_ Attached: \_\_\_\_\_ Accredited: \_\_\_\_\_

Nepotism: \_\_\_\_\_ DS067: \_\_\_\_\_

Felony: \_\_\_\_\_ VET: \_\_\_\_\_

Former: \_\_\_\_\_ Retiree: \_\_\_\_\_

Missing Documents: \_\_\_\_\_

Name: Williams, Nathan

Screening Form


Degree: Bach Attached: yes Accredited: yes

Nepotism: no DS067: no

Felony: no VET: \_\_\_\_\_

Former: no Retiree: no

Missing Documents: \_\_\_\_\_

**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

**Williams, Nathan**

**Education:**

Bachelor Degree, Radio/TV, East Texas State University, 1980

**Experience:**

04/02/2014 to 11/30/2017

General Manager, Max Life Christian  
Women's Network

11/01/1999 to 05/15/2012

General Manager, Daystar Television  
Network

1980 to 1987

Manager of Corporate TV, Dresser  
Industries





**MANAGER IV  
DEPUTY DIRECTOR OF RELIGIOUS SERVICES  
SUMMARY OF APPLICANTS**

WD

**Wood, Michael**

**Education:**

Master's Degree, Education, Southwestern Baptist Theological Seminary, 1989  
Bachelor Degree, Marketing, Lamar University, 1985

**Experience:**

01/02/2009 to present	Chaplain II, TDCJ, Gist Unit
09/08/2008 to 12/31/2008	Clerk III, TDCJ, TDCJ, Gist Unit
04/01/2005 to 12/31/2008	Minister of Education & Administration, Crossroads Fellowship Church
01/02/2004 to 10/31/2004	Insurance Agent, Texas Farm Bureau
04/03/2003 to 08/31/2003	Insurance Agent, Farm & Ranch Healthcare
04/01/2001 to 04/30/2003	Associate Pastor, Ridgewood Baptist Church
01/02/1999 to 04/01/2001	Minister of Discipleship and Administration, Anderson Mill Baptist Church
07/01/1996 to 12/31/1999	Associate Pastor, High Pointe Baptist Church
01/02/1990 to 06/30/1996	Minister of Education and Administration, Northside Baptist Church
05/12/2017 to present	Minister of Young Adults, Pine Forest Baptist Church (Part-time)

Interview Schedule  
Manager IV-  
Deputy Director of Religious Services

**Friday, August 10, 2018**

8:30 am	Lowe, Ronald
8:50	Greene, Charleton
9:10	Lowry, Cynthia
9:30	Williams, Nathan
<del>9:50</del>	<del>Wood, Michael -WD</del>
10:10	Flakes, Delena
10:30	Jones, Timothy
10:50	Berry, Mary

**Interviewer's:**  
Rene Hinojosa  
Marvin Dunbar

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

Interview Date: 08 / 10 / 2018

Position's Payroll Title and Extended Working Title: Manager IV -- Deputy Director of Religious Services

Applicant Name: \_\_\_\_\_

**I. QUESTIONS**

**1. Question:**

As a potential candidate for the Manager IV of Religious Services Operations what challenges do you foresee leading a diverse ministry in a criminal justice environment?

**2. Question:**

What are some benefits of developing a culture of discipline and ethics in the work place and explain what steps you would take to implement?

**3. Question:**

How important is vision in leadership? And how do you ensure subordinates understand <sup>their</sup> ~~these~~ <sup>roles</sup> ~~roles~~?

**4. Question:**

Explain your process for ensuring that Chaplains will balance their ministry functions and their administration functions.

5. Question:

How do you lead Chaplains beyond the walls of their own faith preference?

6. Question:

Give me one example of how you would take Chaplaincy to the next level.

7. Question:

How does the First Amendment and Religious Land Use and Institutionalized Persons Act (RLUIPA) impact Chaplaincy?

8. Question:

I believe leaders are readers. What one book are you currently reading and what one lesson have you learned from it?

APPLICANT'S CLOSING REMARKS, IF APPLICABLE:

**PDF pg 38**

Applicant Name: «Name» \_\_\_\_\_

II. JOB-RELATED EDUCATION, TRAINING, LICENSES, CERTIFICATIONS  
«Edu»;

III. JOB-RELATED EXPERIENCE  
«Exp»; «WPM»

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.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

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

INTER-OFFICE COMMUNICATIONS

TO: File

DATE: August 10, 2018

FROM: Rene Hinojosa  
Director, Rehabilitation Programs



SUBJECT: Job Posting #045360PM

I have chosen to fill the above referenced position using the appointment option provided for in PD-71.

vj






RF 6863

TEXAS DEPARTMENT OF CRIMINAL JUSTICE  
DECISION MEMORANDUM

TO: Jerry McGinty  
Chief Financial Officer

DATE: May 16, 2018

FROM: Rene Hinojosa, Director   
Rehabilitation Programs Division

SUBJECT: The Enhancement of Staffing Plan

**PURPOSE:**

To obtain approval and funding for the Rehabilitation Programs Division (RPD) to increase the position of Manager I to Manager IV.

**DISCUSSION:**

The RPD requests that the supervision of the Religious Services Department be reevaluated and increased from a Manager I to a Manager IV to enhance the Division's ability to create a healthy structure within the department. Many of the essential functions of this position include the oversight of 128 administrative and unit based staff (approximately 28% of RPD staff) throughout the agency, coordinate across divisional lines to incorporate religious community input into every phase of offender treatment and rehabilitation, coordinate and oversee religious volunteer programs, and provide ministry programming during executions of death row offenders and offer support to their families.

**COST: \$22,433.04 (Increasing Job Position)**

Delete Manager I -- Religious Services Operations (Job# 010696, B22, and PCA 62080) (53,736.00)

Add Manager IV -- Deputy Director of Religious Services (Group B25, PCA 62080) 76,169.04



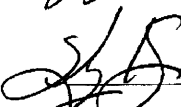
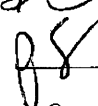

**Staffing Total Cost:**

\$22,433.04

**RECOMMENDATION:**

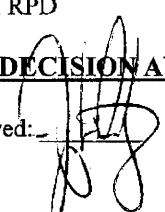
That approval and funding is granted to enhance the staffing plan for the Religious Services/Programs Department.

**COORDINATION:**

NAME / TITLE	CONCUR	NON-CONCUR	STATEMENT ATTACHED	DATE
Oscar Mendoza Deputy Executive Director		_____	_____	6.27.18
Ron Steffa Deputy Chief Financial Officer		_____	_____	6-22-18
Sherry Koenig Director, Budget		_____	_____	6/20/18
Patty Garcia Director, Human Resources		_____	_____	6-19-18
Candace Carter Business Office, RPD		_____	_____	6/1/18

**CFO signs off 7-12-18**

**ACTION BY DECISION AUTHORITY:**

Approved: 

Disapproved: \_\_\_\_\_

Other: \_\_\_\_\_

Date: 7/12/18



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## Job Posting

Click on the Job Posting Number for a more detailed job description.

<p><b>POSTED:</b> 07-13-2018</p> <p><b>CLOSES:</b> 07-23-2018</p>
-------------------------------------------------------------------

**JOB POSTING NO:** [045360PM](#)

**PAYROLL TITLE:** MANAGER IV

**EXTENDED TITLE:** Deputy Director of Religious Services

**SALARY:** GR. B25 \$76,169.04 (Annually)

**VACANCY LOCATION:** Huntsville, TX

**UNIT/DEPT:** Rehabilitation Programs Division

**PAYROLL JOB#:** 010729

**In a hurry, are we?**  
**Posted the day AFTER the CFO signed off on 7-12-18**  
**NOTICE the one week window (Friday 13th to Monday 23rd). Any applicant better be READY to submit.**  
**Who is REVIEWING?**  
**Marvelous Marvin Dunbar!**  
 .....  
**QUICKLY chooses from Monday 7.23-18 to 8-10-18, AGAIN without an interview! So -- A G A I N -- Dunbar puts NO THOUGHT into a choice, as he has an established history of doing.**

- \*Hazardous Duty Pay
- \*Law Enforcement & Custodial Officers System (LECOS) Retirement
- \*TDCJ Training Academy MAY BE Required:
- \*Telephonic Interviews Will Not Be Accepted
- \*Work Site Visits Will Not Be Conducted
- \*No Study Material
- \*Extensive Overnight Travel

### MINIMUM QUALIFICATIONS:

1. Bachelor's degree from a college or university accredited by an organization recognized by the Council for Higher Education Accreditation (CHEA) or by the United States Department of

<b>PDF pg 43</b>
------------------

Education (USDE). Major course work in Business Administration, Criminal Justice, Public Administration, Behavioral Science, Religious Studies, or a related field preferred. Each year of experience as described below in excess of the required nine years may be substituted for thirty semester hours from an accredited college or university on a year-for-year basis.

2. Nine years full-time, wage-earning program administration, public administration, criminal justice, or social services experience.

3. Four years full-time, wage-earning experience in the supervision of employees.

4. Church-related work experience preferred.

5. Governmental program experience preferred.

6. Satisfactory completion of two units of certified Clinical Pastoral Education in an accredited Clinical Pastoral Education Center preferred.

Must possess or be able to obtain written ecclesiastical endorsement by the applicable religious authority within three months of employment date.

Selected applicants without required license(s) must sign a Credential Contingency Agreement that will remain in effect until the initially established expiration date. Failure to comply with this contingency statement will result in separation from employment. Credential Contingency Agreements will not be renewed as a result of an employee's separation from employment or acceptance of another position.

Must maintain valid ecclesiastical endorsement for continued employment in position.

\*\*The salary for an ERS Retiree (or non-contributing member) is reduced by 2.5%.\*\*

The following Military Occupational Specialty codes are generally applicable to this position. Applicants must fully complete the summary of experience to determine if minimum qualifications are met.  
00, 13, 25, 29, 34, 35, 37, 59, 65, 67, 70, 71, OAR14, 89, 02, 03, 08, 18, 26, 59, 63, 72, 73, 06, SDI, RI, 16, 41

**So much for education, mirroring Marvin Dunbar's lack of education preference, again, where "experience" in ANYTHING can trump formal education.**

**"Church-related" experience "PREFERRED"? Well, okay, so much for any non-Christian applicant. That has the Dunbar dumbbell ring to it. How about "Religious" or "inter-Religious" experience? As in experience with many religions?**

.....  
**Oh, how about membership in the American Correctional Chaplaincy Association? Or any experience with a Ministerial Alliance? Or experience with volunteers? You see, please, *must see*, as many as 10,000 TDCJ employees can qualify, as most have "church-related" experience. It is a sloppy job description, hurriedly pasted together so Dunbar can SHOVE Jones in to complete the Polunsky Twilight Zone cover up. And fast-track the end of professional chaplaincy in TDCJ.**

\*Outside applicants will be required to submit to pre-employment drug testing as a condition of employment.\*

Applicants must submit the [State of Texas Application For Employment](#) and the applicable supplement for outside applicants ([PERS 282](#)) or current TDCJ employees ([PERS 598](#)) to the contact person listed on the job posting. Applications may also be submitted through the [Work In Texas](#) website; however, the applicable supplement must also be submitted to the contact person. Questions regarding the position or application process can be directed to the contact person's email address; however, applications will not be accepted by email.

**Vashunna Jefferson**  
**Human Resources Headquarters**  
**2 Financial Plaza, STE. 600**  
**Huntsville, TX 77340**  
**PH (936-437-3142)**

**FAX (936-437-3109)**  
**EMAIL ([vashunna.jefferson@tdcj.texas.gov](mailto:vashunna.jefferson@tdcj.texas.gov))**

\*Applicants who fax an application are requested to fax both their State of Texas Application for Employment and the applicable supplement. Applicants who wish to submit their application with attachments should either hand deliver it to the contact person or send it via U.S. Mail or overnight delivery.\*

\*\*Faxed applications must be complete and legible in order to be considered and must not have been sent from a fax machine located at a TDCJ unit or department.\*\*

Applications must be received by the contact person by 5:00PM on 07-23-2018. A complete job description and all application forms may be obtained at the above address or by viewing the [Job Description](#). Job Descriptions are available in PDF format which maybe read with the free [Adobe Reader](#).

\*Equal Opportunity Employer\*

\*Authority is granted on or after: 08-01-2018\*

JD: 07-13-2018

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Texas Department of Criminal Justice | PO Box 99 | Huntsville, Texas 77342-0099 | (936) 295-6371

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