


August 20, 2019

Education and Enforcement Section
Open Records Division
Office of the Attorney General
P.O. Box 12548
Austin, TX 78711-2548

Dear folks:

This covers three (3) items still outstanding:

Item #1, OR Complete?: I received a call about Tuesday, Aug. 14, from a female attorney in your office about a letter requesting clarification on ID# 779432. I had requested copies of the original request that TDCJ responded to, for it is not indicated and I have made several. That ID had enclosed an affidavit saying TDCJ has “made available to the requester [me] all,” etc. That attorney from your office was cordial and professional and said she would respond with an email. I have received nothing yet.

Item #2, TDCJ Prisoner Seminary Program Info. I sent this in April. TDCJ’s William Overton sent his reasons for keeping secret the prisons “Field Ministers,” which reasons I found mostly absurd. a Top Secret Missionary Program in Texas prison?—come now. I have not received a response from you all yet on this. I sent that with a copy of other material to the AG Paxton, too, namely the first edition of the *TDCJ Deep State Report* that had a substantial section on how unconstitutional I felt that *program* and *secrecy* was, which is here: www.PreciousHeart.net/OIG/TDCJ-OIG-2019.pdf >>  However, the request is rather simple: who are the inmates who entered (names & TDCJ #s)? Who and When graduated and not? where are they? See attached.

Item #3A & #3B, Interview Doc Refusal. I sent a request in February, 2019. I paid \$99.10. I received the redacted applications and auxiliary docs (diplomas, etc.). But I have NOT received the interview docs for the Dep. Dir. of Religious Services, not the interview log, not the Screening Forms, not PERS 287, not PERS 284, and not any personal notes by interviewers (see the examples). The apps and auxiliaries came in long PDFs by email, but no interview docs—not yet. I made follow up requests, too, with examples of previous receipts. In other words, TDCJ refused a decade ago on a prior request, I appealed to your office, you ruled in my favor, and I received the interview docs on three occasions. I sent *another* email on Aug. 7 with the examples of previously released interview docs (attached), and no response. I mean, Timothy Jones *was* hired, so *someone* signed off on him.

Please help with these.

Sincerely,



Michael G. Maness
804 N. Beech
Woodville, TX 75979
Maness2@att.net ~ 409-383-4671

See this entire request here: www.PreciousHeart.net/OIG/8-8-19-AG-Appeal-Three.pdf >



Item # 1

April 15, 2019

Lauren Downey, Public Information Coordinator
Office of the Attorney General
P.O. Box 12548
Austin, Texas 78711-2548
FAX 512-464-8017

Dear Ms. Downey,

I have had the worst experience in 20 years of Open Records requests from TDCJ with one of the latest inquiries, particularly with TDCJ Asst. General Counsel William Overton. In a series of sometimes absurd emails, Overton has done everything possible to obstruct and deny the following on Feb. 12, 2019. I even ADDED that I would like to know WHAT was redactable in another request.

Mr. Overton had the audacity in one email to say that the NAME of an inmate might indicate the FAITH of the inmate, and therefore make the whole redactable as confidential. In *several* emails, I have *repeatedly* said **redact** what was redactable, and—in an *another* official request—I requested the name of **what was redacted**. But this is a SIMPLE request, made clearer in many emails since Feb. 12, making much clearer the violation of the law by Mr. Overton:

1. Names & TDCJ #s of inmates in the TDCJ Seminary Program & dates of graduation
2. Names & TDCJ #s of inmates that dropped out
3. Units to which all the graduating inmates are now serving (if applicable, 1st, 2nd, 3rd, etc.)
4. Policy and application process, blank apps, etc.

Now all of that is in OR law releasable, including the title or whatever he thinks must be redactable, as if a graduation date is somehow top secret—then, by God WHY?

Here is the first request:

From: maness3@att.net [mailto:maness3@att.net]

Sent: **Tuesday, February 12, 2019 6:22 PM**

To: Karen Hall <Karen.Hall@tdcj.texas.gov> Cc: Michael Maness <maness3@att.net>

Subject: OR - TDCJ Seminary Grads

Dear OR TDCJ Coordinator,

May I please have the following:

1. Names and TDCJ#s of all of the TDCJ Seminary students who started but dropped out
2. Names and TDCJ#s of all of the TDCJ Seminary graduates, by date of graduation
3. Places of Prisons of Service at which all the TDCJ Seminary graduates were first sent, second, etc., currently serving.
4. The whole policy of application and process for the program, including application blanks, administration, etc.

I prefer the Word or Excel copies of all.

Thank you very much.

Sincerely, Michael G Maness

804 N. Beech - Woodville, TX 75979

409.383.4671 - Maness3@att.net

After several delays, and perhaps a **half-dozen** emails to Mr. Overton, I finally get this email almost two MONTHS with three documents on the seminary program administration. You can see the documents combined here: www.PreciousHeart.net/OIG/TDCJ-Seminary-Program.pdf.

NOTE: if you view the documents, note on the first page several “attachments” to the application process, and NONE of those were included. So, even in the Program Administration documents, TDCJ again FAILED to include ALL of the documents requested.

Notice that this is now considered CLOSED!

So, in the attached exchange I fire back a “WHY?” ... to Mr. Overton and his supervisor, Ms. Howell, TDCJ’s General Counsel, and my State Representative James White, and TBCJ Chairman Dale Wainwright.

As ridiculous as all this has been, I still have not received a coherent response from Mr. Overton, except the sleazy sham-fake-legalize that an inmate’s name MAY expose an inmate’s faith and THAT may be reason enough to redact whole, and that a graduation date might reveal something else he is hiding.

I demand to know WHAT he considers redactable! Why?

He has repeatedly said he does not have to answer questions.

Goodness, there is no a clearer violation of the OR law than by Mr.

From: OGC Open Records <ogcopenrecords@tdcj.texas.gov>
Sent: Tuesday, April 2, 2019 3:30 PM
To: maness3@att.net
Cc: William Overton <William.Overton@tdcj.texas.gov>
Subject: Open Records Request

Mr. Maness,

Please see the attachments for information responsive to your request dated February 12, 2019. At this time, the TDCJ considers your request closed.

Thank you.

Destiney Taylor
Legal Assistant I
Texas Department of Criminal Justice
Office of the General Counsel
(936) 437-2167
(936) 437-6994 Fax

From: maness3@att.net [mailto:maness3@att.net]
Sent: Tuesday, April 02, 2019 10:04 PM
To: OGC Open Records <ogcopenrecords@tdcj.texas.gov>; Karen Hall <Karen.Hall@tdcj.texas.gov>; William Overton <William.Overton@tdcj.texas.gov>
Cc: Michael Maness <maness3@att.net>; James White <jamesearlwhite12@gmail.com>; Dale Wainwright <wainwrightd@gtlaw.com>; Sharon Howell <Sharon.Howell@tdcj.texas.gov>
Subject: FW: Open Records Request

Dear OR Coordinator,

CLOSED? The main items requested are absent: names, TDCJ #s, and dates of seminary graduation. And list those who dropped out.

The original request was sent on Feb. 12, and all the attached could have been sent a few days after. I have been several requests for delays, and then odd requests on redactable items from Mr. Overton, which I have answered repeatedly.

What is so difficult for names, dates, and TDCJ#s of seminary graduates? They are in a Word or Excel file just doing nothing as far as anyone else is concerned. I am frustrated at the numerous delays. Looks like another ... oh, just answer the questions. None of those items are confidential.

Plus, I have made a clear request for name of ALL items deemed redactable.

ADDITIONAL Request to OR Coordinator:
Though this is a complaint about none compliance and I expect an answer, I am making request here:

I would like a good-faith copy of **all the emails** related to this request for names, TDCJ#s, date of graduation from and to Destiny Taylor, William Overton, and whoever else Mr. Overton may have consulted. Yes, you may redact personal items like SS#, BD, and if there is anything else deemed redactable, I want to know what is redactable.

I say good-faith copy, to avoid the expense and delay of a bogus comprehensive search of all TDCJ’s 100k-plus emails, as was once estimated years ago to be quite costly. This has been going on now for months. This history needs to be documented too.

I also repeat I have not received the 361 pgs of the auxiliary docs for which I paid \$99.10. Nor have I received any answer to the closed – attached – for which I paid \$448! AGAIN, there was no 150 pages sent in the response. That estimation was sent to me 12-2018!!!! I sent an email on that to all the parties. A copy of that email complaint the est. PDF is attached (need MS Outlook to open; if you don’t have it, I will PDF all of them for you too). Where is my \$448? Or the 150 pages? Anyone care to give the story on that?

Sincerely,

Michael G Maness
409.383.4672
Maness3@att.net
www.PreciousHeart.net

Overton, here, and he is the Asst. General Counsel. With copies to his supervisor, et al, he responds with the following interchange, **read from bottom up.**

Well then, NOW is it not closed anymore, oddly enough, and is **“forthcoming”** ... but WHEN? And now it is 4-15, nearly three months later, and more bogus legalese on **“work program”**

Read the rest of the dialogue and weep.

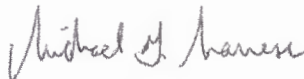
Mr. Overton is making stuff up as he is going along to obfuscate, delay, and cause me to write to you, which wastes more time and money, all for what?

To keep this Seminary inmate religious indenture program **TOP SECRET.**

Even the program documents submitted indicate inmates names are shared with the seminary people who are NOT TDCJ employees.

Please help me get the Seminary inmates' information so I can complete a good study of this program.

Sincerely,



Michael G. Maness
804 N. Beech
Woodville, TX 75979
Maness2@att.net
409-383-4671

Michael G. Maness

From: William Overton <William.Overton@tdcj.texas.gov>
Sent: Thursday, April 04, 2019 8:00 AM
To: maness3@att.net
Subject: RE: Open Records Request

Mr. Maness,

Respectfully, Windham is not a part of the TDCJ. I am unable to account for Windham actions, you should address any concerns you have regarding Windham directly to Windham.

The following link is to the Texas Government Code. Please note that Section 552.029 lists information that may be released.

<https://statutes.capitol.texas.gov/Docs/GV/htm/GV.552.htm#552.029>

As mentioned, when the information that may be released is tied to information that may NOT be released [see sections 552.134; NOTE: additional sections of law may prohibit release of information, too], then the normally releasable information may not be released.

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]
Sent: Wednesday, April 03, 2019 8:33 PM
To: William Overton <William.Overton@tdcj.texas.gov>
Cc: James White <jamesearlwhite12@gmail.com>; Sharon Howell <Sharon.Howell@tdcj.texas.gov>
Subject: RE: Open Records Request

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).

Mr. Overton, thanks for the quick response. I am glad it is now forthcoming.

But there is no NAME, TDCJ#, or Date of Graduation that is confidential. You KNOW that. How many times has Windham published the names of its graduates and dates and PHOTOS with certificates of a HOST of programs. Are you, sir, saying a name could SUGGEST a religion? That is a bogus. This has been going on for months now. Simple, simple. Come on now.

Michael G Maness
409-883.4671
Maness3@att.net
www.PreciousHeart.net

From: William Overton <William.Overton@tdcj.texas.gov>
Sent: Wednesday, April 3, 2019 12:36 PM
To: maness3@att.net
Cc: OGC Open Records <ogcopenrecords@tdcj.texas.gov>
Subject: RE: Open Records Request

Mr. Maness,

Some of the information you requested is not made public by the PIA, or, is confidential. Please refer to § 552.029 for the list of information that may be release regarding an offender. An offender's religious affiliation, training, work assignment, etc. are not included in the information about an offender which may be released.

Applied to your request, the list of offenders names, generally not confidential, is made confidential when it reveals any information not included in § 552.029, in this instance the religious affiliation, training, and work assignments.

Regarding other requests, the information is forthcoming, in accordance with the specific requests.

Regarding your our new request, you must submit electronic requests to the designated office/email (§ 552.301):

exec.services@tdcj.texas.gov

Thank you,

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

The information contained in this email and any attachments is intended for the exclusive use of the addressee(s) and may contain confidential, privileged, or proprietary information. Any other use of these materials is strictly prohibited. This email shall not be forwarded outside the Texas Department of Criminal Justice, Office of the General Counsel, without the permission of the original sender. If you have received this material in error, please notify me immediately by telephone and destroy all electronic, paper, or other versions.



Item # 2

KEN PAXTON
ATTORNEY GENERAL OF TEXAS

July 30, 2019

Mr. Michael G. Maness
804 North Beech Street
Woodville, Texas 75979

Dear Mr. Maness:

You requested assistance from the Office of the Attorney General ("OAG") in obtaining information from the Texas Department of Criminal Justice (the "department") under the Public Information Act (the "Act"), chapter 552 of the Government Code. Your correspondence was assigned ID# 779432.

The department has submitted to this office the enclosed certification that all existing information responsive to your request has been made available to you. When a governmental body represents to this office that it has released all existing responsive information, we must accept its statement. Under the Act, the enforcement authority of the Office of the Attorney General does not include on-site inspections of records held by another governmental office. *See* Gov't Code § 552.321. Accordingly, we will close our file on this matter.

Should you have any questions regarding this letter, please call the Open Government Hotline at (877) 673-6839.

Sincerely,

A handwritten signature in black ink, appearing to read "Tamara R. Smith".

Tamara R. Smith
Assistant Attorney General
Education and Enforcement Section
Open Records Division

TRS/vd

Ref: ID# 779432



~~PUBLIC INFORMATION ACT REQUEST CERTIFICATION FROM~~
GOVERNMENTAL BODY
RE: OAG ID# 779432

779432
785315

Please complete this form to indicate the manner in which the referenced request will be or has been answered. Include your signature and date.

I am the officer of public information, or the authorized representative, for the following governmental body (the "governmental body"): TEXAS DEPARTMENT
OF CRIMINAL JUSTICE

I am aware of a public information request to the governmental body from the requestor (the MICHAEL MANESS "requestor"):

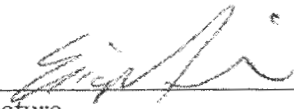
Please initial the certification that applies.

EKM I certify the governmental body has made available to the requestor all existing responsive information that this governmental body owns, controls, or has a right of access to.

_____ I certify the governmental body has conducted a good faith search of information that this governmental body owns, controls, or has a right of access to, and has found no such information that is responsive to the requestor's public information request.

_____ I certify the governmental body has supplied the requestor all existing responsive information for which the governmental body is not claiming an exception, and has requested an attorney general's decision regarding the responsive information the governmental body believes is excepted from disclosure.

Public Information Officer, or Authorized Representative


Signature

7/5/19
Date

ERIC K. MILLER
Printed Name

ASSISTANT GENERAL COUNSEL
Title

Item 3A

From: maness3@att.net <maness3@att.net>
Sent: Thursday, February 21, 2019 3:05:54 PM
To: Karen Hall
Cc: Michael Maness
Subject: ORR - Dir of Ref 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

Texas Department of Criminal Justice

P.O. Box 4004
Huntsville, TX 77342

Statement of Estimated Charges for Copies of Public Information

Requestor: Michael Maness

Date: 03/07/2019

Regarding: Open Records Request
Dated 02/21/2019

Our office is in receipt of your request for copies of records. Because the estimated cost is \$40.00 or more, we must receive your written authorization to continue processing your request. You will be notified if the actual cost of your request differs from the estimated cost. Viewing the requested records, rather than receiving copies, may be less expensive. Payment in full for all public information requests are due in advance and must be in the form of cash, check, cashier's check, or money order. Checks, cashier's checks, and money orders shall be made payable to the TDCJ. The following is an itemization of the estimated cost of your request.

361 Pages @ \$0.10/page	\$36.10
Personnel Charges: 3.5 hours @ \$15.00/hour.....	\$52.50
Overhead charges @ 20% of personnel charges.....	\$10.50
Postage: 0 pages @ \$0.49 for the first five (5) pages + \$0.04 per additional page	\$0.00
Other Charges: N/A @ \$ /	\$0.00
Other Charges: N/A @ \$ /	\$0.00
TOTAL:	\$99.10

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. If you have questions or need additional information, please contact our office at 936-437-6787.

Sincerely,

Zeke Tisdale
Open Records Coordinator
Office of the General Counsel

Requestor's Response

Please continue processing my request. I accept these charges for copies of public information and I understand full payment is due in advance. Payment or bond is enclosed.

I wish to view the records I requested. I understand that these records can only be viewed at your location. I understand that I will receive a Statement of Estimated Charges for Inspection of Public Information or a Statement of Actual Charges for Inspection of Public Information. Please call the phone number below to schedule an appointment for viewing:

Name _____

Phone _____

I wish to revise this request as follows. I understand that a new Statement of Estimated Charges or Statement of Actual Charges 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 requestor

Date

Item 3B

Michael

From: maness3@att.net
Sent: Wednesday, August 07, 2019 8:25 PM
To: exec.services@tdcj.texas.gov
Cc: Michael Maness
Subject: OR on Deputy Dir. of Rel. Services Interview Documents
Attachments: Goodman Unit Interview Docs 2016 a few.pdf

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

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		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

~~Chaplain I~~

Chap II

Rehabilitation Programs Division Screening Form		Date Screened: 8/22/16
Name	Fatheree, Lester R	
Education (CHEA) USDE	M Div	
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

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.


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.

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:

Kent C. Beard Jr
Signature

CO-INTERVIEWER, if applicable: concur do not concur

Dan R
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

Rand G. Ready
Signature

Signature

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



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

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

**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, 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: _____	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

Steven D Gaddis

 Signature
 10-31-16

 Date

 Selection Reviewer Birth Month/Day (mm/dd)