

FLORIDA COMMISSION ON HUMAN RELATIONS

32 John Knox Road, Suite 240, Building
Tallahassee, Florida 32303-4149

01-3884

CHARGE OF DISCRIMINATION		FCHR No. <u>2000514</u> J. Moran	
Name (Indicate Mr., Ms., or Mrs.) Wilton Thomas Booth, Sr.		Social Security # 266-45-7127	Date of Birth 3/14/62
Street Address Post Office Box 472		Home Telephone Number 850/962-5299	
City, State, and Zip Code Sopchoppy, FL 32358		Work (if possible to call you there)	
List the employer, labor organization, employment agency, apprenticeship committee, government agency, or other person who discriminated against you.			
Name Department of Transportation	No. of Employees 15+	Telephone No. (area code) 850/962-4511	
Street Address	City, State, and Zip Code	County Wakulla	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box (es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> DISABILITY <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> AGE <input type="checkbox"/> MARITAL STATUS <input type="checkbox"/> RETALIATION		DATE MOST RECENT OR CONTINUING DISCRIMINATION TOOK PLACE (month, day, year) 10/5/99	
THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):			
I. Personal Harm: On October 5, 1999, I was denied a promotion to a Occupational Support Maintenance Level III (OSML-III), position # 06260.			
II. Respondent's Reasons for Personal Harm: I was told by Superintendent White on October 5, 1999 that I did not score the highest on the test that was given. I was notified by letter on October 7, 1999 by Deanna Carroll, Recruitment Assistant, that I was not the most qualified applicant.			
III. Discrimination Statement: I believe I have been discriminated against because of my Race - Black, which is in violation of Title VII of the Federal Civil Rights Act and Chapter 760 of the Florida Civil Rights Act for the following reasons;			
1. I currently hold the position of OSML-I. I have been working in Asphalt for the past 3 years. During this time I filled in for the OSML-III whenever he was out. Additionally, from July through October 5, 1999, I temporarily took over these duties until a permanent person was selected. I had submitted a Request for Promotion in May 1999.			
2. Interviews were held August 20 - 25 for the OSML-III. The committee consisted of all White males. On October 5, 1999, I was told by Superintendent W.C. White that I did not receive the job because I did not score the highest on the test. In my opinion, the subject matter in the test did not adequately reflect the duties of the job - only one question was asked about asphalt. I don't believe many of the present supervisors would be able to pass it. A White male, Robert Lolley was given the job. He worked in a completely different area - Bridge Maintenance, while I had been doing the job for the past three months, along with three years of direct experience.			
3. When I spoke with my supervisor, Superintendent White on the following date, telling him I did not believe I was treated fairly, he then submitted a Special Recognition/Accomplishment form to Personnel for the time I served as the OSML-III. I have yet to receive an increase in my salary.			
4. Since Mr. Lolley got the job, I have already filled in for him on two occasions.			
I REQUEST TO BE AFFORDED FULL RELIEF TO WHICH I AM ENTITLED TO UNDER THE LAW(S).			
I will advise the agency if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.			
Under penalties of perjury, I declare that I have read the foregoing charge of discrimination and that the facts stated in it are true.			
SIGNATURE OF COMPLAINANT <u>Wilton B Booth</u>			DATE 12-3-99

FILED
OCT 5 9 03 AM '01
DIVISION OF ADMINISTRATIVE HEARINGS

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