



COUNTY OF LOS ANGELES
OFFICE OF THE COUNTY COUNSEL

TRANSPORTATION DIVISION
ONE GATEWAY PLAZA
LOS ANGELES, CALIFORNIA 90012-2952

MARY C. WICKHAM
County Counsel

May 2, 2019

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VIA MESSENGER

Alex Wiggins
Chief System Security
& Law Enforcement Officer
System Security & Law Enforcement
Department
One Gateway Plaza, 25th Floor
Los Angeles, CA 90012
Mailstop 99-25-1

Re: Complaints Against Alex Wiggins

Dear Mr. Wiggins:

This letter is in reference to the complaints that were received on November 2, 2018 in which multiple employees reported concerns related to a hostile work environment and retaliation; specifically, that you engaged in abusive, humiliating or demeaning conduct toward your subordinates and that you retaliated against a subordinate because of his participation in a workplace investigation.

As you know an outside, neutral investigator, Aisha Adam, was brought in to conduct a thorough investigation into allegations raised by System Security & Law Enforcement Department employees. Twenty-five witnesses were interviewed during the course of the investigation. The investigation is now complete.

Based on the information provided by the parties and witnesses, as well as other evidence that was collected and reviewed, some of the allegations could not be substantiated, however, it was substantiated that your management of Vilma Jones' performance after her July 2018 performance evaluation was unreasonable and that you retaliated against Carlos Guevara Romero for having participated in a workplace investigation. Further there is evidence that you discussed

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confidential personnel matters over your speaker phone with your office door open which created a corrosive environment in your department. Also, an array of other complaints came from your staff which included favoritism, micromanagement, and a lack of leadership and trust. Finally, the investigation revealed a department riven with racial tensions, cutthroat competition among managers, extremely low morale and serious rifts between employees and managers. As a result, appropriate action will be taken in this matter, and will be discussed with you by your chain of command shortly. Metro takes these matters very seriously, and expects its managers to work collaboratively with others for a common purpose and to treat all fairly and equitably.

You are reminded that it violates Metro's rules of conduct to retaliate against anyone for bringing a complaint and/or providing information during an investigation. As has been previously discussed with you, please do not engage in any conduct that could be deemed to be retaliatory. Retaliation will not be tolerated.

Thank you, again, for your cooperation in this matter.

Very truly yours,

MARY C. WICKHAM
County Counsel

By 
MARY E. REINA
Principal Deputy County Counsel
Transportation Division

MER:rwv

c: Phillip A. Washington

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bc: Joanne Peterson

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