

OUTSOURCING AND HUMAN RESOURCES



Commissioners of Augusta have finally come to the end of a heated debate that seemed to last for several months, over whether there should be outsourcing of many of the human resource functions, which would be given to the Automatic Data Processing firm, also known as the ADP, in which they would be responsible for various functions that relate to the human resources aspect of the city. In a final vote, the choice was made as to whether or not outsourcing of such functions should be made in a vote of 6-3. The three people who voted for it were Mayor Pro Tem Joe Bowles, Jerry Brigham, and Wayne Guilfoyle, all of whom were for the \$2.4 million yearly contract that would have actually caused several employees that work for the city to end up being put out of work. While these three individuals preferred this scenario, the vast majority of individuals voted against it. With the new vote in place, contracts that are already in existence have not ended but some revisions are being made for the city and its human resource department. The City Administrator, Fred Russell, says that the city has started to advertise about needing personnel to work temporarily for the human resources department until recommendations could be made about the number of staff members and overall level of staffing. In a presentation that was made several months ago, Bill Shanahan, who works as the Deputy City Administrator, said that the city would need at least 12, if not more, human resources personnel to help oversee the workforce for the city since it is so large and includes nearly 2,500 individuals. The debate in whether or not outsourcing to ADP should take place definitely caused tension between separate sides, the employees working for the city and the employees who are working for ADP instead, with both sides arguing in their own defense. Bowles was in support of the ADP and believed that they would have the right kind of solutions to the many problems that the city is currently dealing with. Bowles believed that with the support of the ADP, the city would have had a better run and more opportunities to solve different issues at hands. Brigham also said that he is also quite disappointed at the decision and says that he will no longer be presenting this issue again. Three of the commissioners were not present during the time of voting and Brigham believes that if they were present, the outcome of the vote may have turned out different, which has caused his disappointment to turn into a bit of anger as well, as he claims to only want what is best for the city.