

Application Form

Profile

NOTE: Each Applicant is advised to attend at least one meeting prior to applying for appointment.

krisrk15@gmail.com
Email Address

Kristopher _____ Kenny _____
First Name Middle Initial Last Name

4505 NW 3rd Drive _____
Home Address Suite or Apt

Delray Beach _____ FL 33445
City State Postal Code

Home: (305) 962-6040 _____
Primary Phone Alternate Phone

International College of _____ Human Resources
Health Sciences Manager
Employer Occupation

Business Address

1325 S Congress Ave, Suite 100, Boynton Beach, FL 33426

Business Phone

561-202-6333

Board Selection

Which Boards would you like to apply for?

Board of Adjustment: Eligible

Qualifications

Please select all that apply: *

- Delray Beach resident
- Local organizer

Are you a registered FL voter?

Yes No

Do you (or any entity in which you have a controlling interest) have any pending code enforcement cases or unpaid, certified code enforcement fines relating to property in the city that is owned or rented by you (or any entity in which you have a controlling interest)?

Yes No

If yes, please explain:

Do you (or any entity in which you have a controlling interest) have any pending code enforcement cases or unpaid, certified code enforcement fines for any other violations relating to other city codes?

Yes No

If yes, please explain:

Have you ever been found to have violated, or had a complaint filed against you alleging a violation of, the Florida Code of Ethics for public officers and employees, Palm Beach County Code of Ethics (or any other ethics code)?

Yes No

If yes, please explain:

If you lease property in the downtown area, do you pay taxes on the property as part of your lease agreement?

Yes No

Please upload a copy of your lease

Interests & Experiences

List any certifications or licenses which may further qualify you to serve on a board or committee.

American Staffing Association, Certified Staffing Professional and Technical Certified Professional

Briefly describe why you wish to serve as a member of a board or committee and how your personal experience and background relate:

I work in Human Resources and have a degree in political science and history. I have worked on a presidential campaign. I also have worked as a campaign advisor on a local government official for both Clerk and Treasurer in the past at a township level in Michigan, and want to get involved in politics and help contribute.

List any other community/civic involvement which you would like the Commission to consider:

I participate in local events one major even is the Susan G. Komen's Breast Cancer Walk in West Palm Beach. I would like to be more involved.

University attended:

University of Miami

Degree(s) received:

BS

Major area of study:

History and Political Science

[Kris_Kenny_Resume.pdf](#)

Upload a Resume

Terms of Acceptance

Applications are kept on file in the City Clerk's Office for a period of two years.

Applicants may supplement their application with a resume or other information relevant to their qualifications.

Declaration of Personal Information Exemption:

Personal information provided in this application is public information unless the applicant qualifies for an exemption pursuant to Florida Statutes. You are encouraged to thoroughly read the applicable sub-sections of F.S. 119.0 71 ([Click here to view](#)). If you qualify for an exemption, please indicate below which statutory provision you are citing for the exemption. If you qualify, your address and phone number are protected information. You may contact the Board Liaison at 243-7056 if you have any questions.

My address and telephone number are statutorily exempt from public disclosure:

Yes No

If yes, pursuant to which sub-section of F.S. 119.071?

Please Agree with the Following Statement:

I understand the duties and responsibilities of the board(s) or committee(s) for which I am applying. By signing below, I warrant the truthfulness and accuracy of the information provided in this application.

I Agree

Kristopher Kenny

E-Signature of Applicant:

Kristopher Kenny

Please Agree with the Following Statement

I understand that checking this box constitutes a legal signature confirming that I acknowledge and agree to the above Terms of Acceptance.

I Agree

Kris Kenny

Delray Beach, FL | 305.962.6040 | krisrk15@gmail.com

www.linkedin.com/in/kriskenny

PROFILE

Dynamic HR Professional with a proven track record in talent acquisition, strategic initiatives, and organizational development. Skilled in full-cycle recruitment, aligning HR strategies with business objectives, and fostering collaborative cultures. Adept at analyzing metrics to enhance organizational effectiveness and employee engagement. Renowned for influential leadership, strong work ethic, and proactive problem-solving. Experienced in benefits administration, compensation analysis, compliance, employee relations, and recruitment, driving organizational excellence.

PROFESSIONAL EXPERIENCE

Palm Beach Accountable Care Organization, United States

September 2023 – Present

Human Resources Manager

- Provide strategic HR guidance to leadership, ensuring legal compliance and fostering a culture of growth and collaboration.
- Directed HR operations for the main organization and six affiliated sister companies, managing a workforce of over 150+ employees. Oversaw a team of five direct reports and established an effective HR department.
- Led the migration from Paychex (PEO) to ADP Workforce Now, resulting in improved ROI, cost savings, and enhancing the in-house capabilities for the entire organization.
- Develop and executed HR initiatives aligning with organizational goals, including talent management and full-cycle recruitment processes. Handled onboarding, orientation, and offboarding employees.
- Optimized HR processes by transitioning from paper-based applications and onboarding materials to digital record-keeping. Successfully implemented an Applicant Tracking System (ATS) to enhance recruitment capabilities and operational efficiencies.
- Strengthened performance management by meticulously reviewing existing processes and implementing a data-driven metric evaluation. This involved benchmarking positions, ensuring competitive compensation and benefit programs, assessing their effectiveness and sustainability, and incorporating compa-ratio analysis and equity considerations.
- Ensured compliance with U.S. employment laws such as ADA, FLSA, FMLA, Title VII by reviewing company policies, programs, practices, and procedures.
- Stayed informed about state labor law requirements and manage unemployment insurance in 16 states with specific knowledge in California, Florida, Kentucky, New Jersey, New York, and Pennsylvania.
- Conduct employee and management interviews to investigate employee complaints, assess for disparate impact or treatment, and provide guidance for conflict resolution.

MDVIP, United States

April 2023 – September 2023

Talent Acquisition Manager

- Oversaw MDVIP Corporate and Practice Management brands, provided strategic guidance from a Talent Acquisition perspective. Aligned recruitment efforts to optimize success within each brand.
- Collaborated closely with hiring managers to craft robust hiring strategies. Identified critical roles, defined job profiles, and created targeted recruitment plans to attract top-tier talent.
- Maintained a pipeline of active and passive candidates. Streamlined the application process, reducing completion time and removing redundancies to better integrate into the Applicant Tracking System, iCIMS.
- Sourced, interviewed, and selected candidates, negotiated job offers and onboarded new hires across the organization.
- Led HR department to reduce recruitment expenses, achieving quarterly savings of over \$140,000. Implemented internal recruiting strategies and optimized job board cost allocation by collaborating with the Finance department.

SONNY'S DIRECT, United States

December 2022 – April 2023

Talent Acquisition Partner (Contract)

- Main point of contact for candidates and hiring managers throughout the talent acquisition life-cycle, with a focus on the Chemical brand of the business.
- Successfully filled 42 positions in 14 weeks, average of 3 hires per week
- Achieved a Time to Fill (TTF) of 45 days and decreasing, ranking second on a team of 6 recruiters in filling requisitions.
- Achieved cost avoidance of \$489,200 + in agency fees by filling requisitions in-house instead of using agencies.

MANPOWER, United States

May 2022 – December 2022

Senior Talent Acquisition Specialist (Contract)

- Senior Recruiter focused on all levels of Corporate Recruiting across ManpowerGroup Lines of Business (LOB): Manpower, Engineering, and Experis (IT).
- Managed a high-volume requisition load of 20+ per month monthly, achieved 21 fills in the first six weeks, maintained an efficient average Time to Fill (TTF) of while integrating Diversity, Equity, and Inclusion (DEI).
- Analyzed recruitment strategies due to volume of aged requisitions within the Engineering department to provide new solutions and recruitment approaches to fill challenging positions that resulted in filling a requisition that had been open for 6 months or more to achieving record metrics of an average of less than 45 days.

5K STAFFING, United States

March 2020 – April 2022

Recruiter & HR Consultant/Founder

- Created my own business in Human Resources and the Staffing industry. Operated as a full-desk recruiter by creating relationships with clients. Focused on staffing Information Technology (IT) positions providing direct hire services to help small to medium companies without HR department.
- Developed 15 new clients in less than the first year of operations. Provided consultation services to those businesses that sought out HR related projects and tasks.
- Billed over \$120,000 in the first year of operation and gained great insight into how to run a business with an entrepreneurial mindset.

RANDSTAD NORTH AMERICA, West Palm Beach, FL

November 2016 – March 2020

Staffing Manager, Palm Beach County

- Managed all phases of recruitment, from initial sourcing and screening through offer negotiations, onboarding such as reference checks and accurate completion of I-9s and utilizing E-Verify procedures via ADP.
- Achieved YTD 2019 results +110% YOY Revenue, with branch results showing Gross Margin growth of 103%
- Achieved FY 2017 results of exceeding budget expectations by +135.9% for the unit, with branch results surpassing budget targets by 111.9% over budget. The average number of weekly talent working was 150 and 8 new accounts were opened. In preexisting accounts, GM growth was doubled or tripled through renegotiation of terms, up-selling of add-on services, and development of additional contacts within the organization.

EDUCATION & CERTIFICATIONS

University of Miami, Coral Gables, FL

Bachelors of Science, Political Science and History – Pre-law (Double Major)

American Staffing Association: Certified Staffing Professional (CSP) and Technical Services Certified (TSC)

Society of Human Resources Management, Active Member, studying for SHRM-CP exam

SKILLS

ATS: iCIMS (Power-User/Admin), Taleo

ERP: Oracle PeopleSoft, SAGE, SAP

HCM: ADP, ExponentHR, Paychex

MS Office: Excel (Advanced), Outlook, PowerPoint

Payroll: ADP, Paychex

Recruiting: Boolean searches, CareerBuilder, eQuest, Indeed, LinkedIn Recruiter, ZipRecruiter

Compliance: EEO-1 Annual Report, ACA Reporting: 1094-C/1095-C, ALE