

**RESOLUTION NO. 2026-\_\_\_\_\_**

**CITY OF POMPANO BEACH  
Broward County, Florida**

**A RESOLUTION OF THE CITY COMMISSION OF THE  
CITY OF POMPANO BEACH, FLORIDA, APPROVING  
CENSURE OF COMMISSIONER AUDREY FESIK FOR  
HER DISPARAGEMENT OF CITY EMPLOYEES  
THROUGH HER USE OF PRIVATE SOCIAL MEDIA;  
PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, the City of Pompano Beach is a municipal corporation located within Broward County, Florida, duly organized and existing under the laws of the state of Florida and is charged with providing exceptional public service to residents located within its corporate limits by and through its 868 full-time, and 242 part-time employees; and

**WHEREAS**, Article I, Section 13 of the City’s Charter provides that City Commissioners shall deal with City employees solely through the City Manager; and

**WHEREAS**, Pompano Beach City Commissioner Audrey Fesik maintains a private social media account where she frequently names City employees, provides audio and video depicting City employees, while providing disparaging comments of such employees, along with allegations that often include improper and illegal conduct, nepotism, and other unfounded claims. Some of the social media posts have also included or led to posting of work locations, e-mail addresses and telephone numbers of City employees; and

**WHEREAS**, this aforementioned communication regarding City employees has had the effect of subjecting employees to scorn, ridicule and humiliation; and

**WHEREAS**, Commissioner Fesik’s private social media postings with regard to City employees have resulted in negative feedback toward the identified employees from some members of the public in the form of negative response to the social media posts, one even mentioning that “two bullets in the head and being dumped in the river” was the way these matters

were dealt with in other cities. This response, along with others have caused city employees concern for their safety and well-being; and

**WHEREAS,** Commissioner Fesik's private social media posts have cast certain City employees in a poor light subjecting them to scorn and ridicule from the public and thus have impaired their sense of pride and enthusiasm in the performance of their designated tasks for the city; and

**WHEREAS,** Commissioner Audrey Fesik's private media posts utilizing disparagement of City employees in order to bolster or express her opinion on certain matters of City business have resulted in numerous complaints to the City's Human Resources Department by City employees as to their treatment by the City Commission. The employees believe that the negative comments present impediments as to the performance of their duties for the city; and

**WHEREAS,** one City employee has felt it necessary to resign their employment with the city, due to the unfounded personal attacks posted by Commissioner Audrey Fesik against her and members of her family, due to the stress and emotional toll resulting from said social media posts; and

**WHEREAS,** All City Commissioners, including Commissioner Audrey Fesik, have been previously advised via written legal memorandum to not reference City employees through social media, along with the potential for the creation of a hostile work environment, possibly subjecting the city to legal claims at a financial cost to City residents. However, such social media posts by Commissioner Fesik persist; now, therefore,

**BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF POMPANO BEACH, FLORIDA:**

**SECTION 1.** The above-stated recitals are true and correct and are incorporated herein by this reference.

**SECTION 2.** The City Commission hereby approves a formal censure of Commissioner Audrey Fesik for her unacceptable use of social media to improperly disparage City employees. Said actions by Commissioner Fesik have subjected City employees to unnecessary scorn and ridicule from members of the public, and have potentially inflicted emotional distress upon such employees due to the creation of a negative work environment.

**SECTION 3.** The City Commission as a whole, respectfully demands that Commissioner Audrey Fesk immediately cease and desist from naming or otherwise mentioning City employees in the administrative services of the city who are not direct appointees of the City Commission in her social media posts, and to remove any such posts that remain, while retaining same for purposes of Florida's Public Records requirements.

**SECTION 4.** This Resolution shall become effective upon passage.

**PASSED AND ADOPTED** this \_\_\_\_\_ day of \_\_\_\_\_, 2025.

\_\_\_\_\_  
**REX HARDIN, MAYOR**

**ATTEST:**

\_\_\_\_\_  
**KERVIN ALFRED, CITY CLERK**

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