Upon notice duly given under Arizona Revised Statutes, Section 38-431, et seq., as amended, the City Council of the City of Bullhead City held a Special Meeting on Tuesday, February 5, 2019, in the Council Chambers, 1255 Marina Blvd., Bullhead City, Arizona.

CALL TO ORDER

Mayor Brady called the special meeting to order at 3:00 p.m.

ROLL CALL

Council Present

Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann

Council Absent

None

Franchise License Commissioners Present

Norma Brummett (joined the meeting at 3:25 p.m.)

Eva Corbett

Craig Powers, Chairman

Franchise License Commissioners Absent

Ray Jackson

David Lipinski

Staff Present:

CITY MANAGER: Toby Cotter CITY ATTORNEY: Garnet Emery

CITY CLERK: Susan Stein

DISCUSSION ITEM

1. Joint Meeting with the Franchise License Commission to discuss the Bullhead City recycling program.

City Manager Cotter said the Council held a previous workshop to discuss recycling challenges, and said this was a follow-up meeting. He said neighborhood meetings would be held to discuss optional recycling programs. He said Mayor Brady and he recently attended a recycling conference in Las Vegas and toured the Republic recycling facility where Bullhead City materials were recycled. He said six employees were needed to pull trash out of the recycling received at the Las Vegas facility. He said there was contamination in the recycling and said there was no longer a market to sell recycled materials globally. He said when the city originally began recycling in 2011, there was a profit to be made in selling recycled materials; and said now there was no profit because the value of the commodity had decreased. He displayed a video taken at the Bullhead City recycling yard. He said contaminated recycling was found to include; for example, greasy pizza boxes, dirty diapers, and carpeting. He played a video of the Las Vegas recycling facility and its operation. He said they discussed the challenges that communities were having with recycling. He said the easy way was to raise rates, but said this was not what city residents wanted to hear. He said there would be options for residents to either recycle for an additional \$10 per month or drop off their recycling materials at specific drop off points at no charge.

Matt Kross, General Manager for Republic Services, said Mayor Brady and City Manager Cotter had done an outstanding job of learning about the recycling process. He distributed the residential proposal to the Council Members and reviewed each of the bullet points, as follows. He said there

would be a reduction in the residential trash service cost from \$15.16 currently to \$14.99 per month. He said service would be increased to two trash carts a week, all serviced on the same day. He said households requesting more than two trash carts would be charged \$3.00 each (currently \$3.35). He said residents could keep both carts they currently had (green and blue), and said they were not correctly marked for recycling under a new program. He said the current bulky trash service program would be continued. He said they would offer subscription based recycling at \$10.00 per month per household, which was not mandatory. He said those customers would receive a brand new 96-gallon cart with education labeling. He displayed the new cart lids that permanently displayed items that were recyclable and non-recyclable. He said they were committed to continue educating residents on proper ways to recycle, such as public meetings and on flyers in billing envelopes. He said recycling customers would need to make an annual commitment to the program. He said all recycling cart routes would be serviced on the same day, but said that day might be different than trash service day. He said the city would pick two recycling drop off locations at no charge to area residents. He said the city would receive \$100,000 from Republic Services for Coyote Pass Road improvements once the contract was signed. He said all rates would be adjusted annually on January 1st based on the C.P.I. (water, sewer, trash) index. He said the contract extension would be for an additional seven years from the current contract through December 31, 2028. He said language would be inserted in the contract to review recycling rates on an annual basis so the City Manager could work directly with Republic Services on rates. He said if the commodity was worth more, the rate would adjust down a little and if it was worth less, it could be adjusted a little higher. He said the next step would be to create a contract amendment and submit this to the Council for approval with a projected start date of April 1, 2019.

Council Member Bruck asked what would happen to the existing blue recycling carts. Mr. Kross said residents could keep them for use as a second garbage cart, or they could ask Republic Services to pick up their blue carts if they did not need them.

Council Member Clark asked about the adjusted rates. Mr. Kross said the normal C.P.I. was 2.9 to 4.5 percent based on historical information. He said rates would continue to increase approximately 20 to 60 cents per year. He said they would meet with the City Manager before any increase in rates was implemented.

Council Member Wegmann asked if residents would be penalized if they moved before their annual recycling contract ended. Mr. Kross said no one would be penalized, and said they would check to determine when the resident moved.

Council Member Wegmann asked what would happen if continued contamination took place. Mr. Kross said people that opted in to recycle cared about recycling, and would be educated about clean recycling.

Council Member Clark asked about the number of people that would possibly sign up for the optional recycling program. Mr. Kross said his proforma was 500 people to start.

Mayor Brady asked Mr. Kross to discuss the commodity markets. Mr. Kross said in late 2017, China stopped accepting trash from the United States. He said supply and demand had flipped, and said now recyclers in the United States were very picky about the recycling they accepted. He said they learned a lot as a company; and said if the program was rolled out correctly, the recycling would be clean and more valuable. He said there was so much waste in the recycling picked up from the community now, and said the machines could not separate materials that were 80 percent

waste. He said recycling was not free. He said the trash cost was \$34.00 per ton at the landfill, and the cost of recycling was \$110 per ton.

Mayor Brady asked about the return rate for paper. Mr. Kross said one pallet of 1,600 pounds of paper used to get \$95.00 and said he could not even get \$5.00 per pound for it today. Mr. Kross said there was also no market for glass. Mayor Brady said they were asked to wash out the glass containers; therefore, using more water. Mr. Kross said glass would not be accepted for recycling.

Mayor Brady said representatives from Arizona and other states sat down at a round table and discussed their issues with recycling. He said most cities just wanted to tack on more money to the citizens and make no changes to the existing process. He said this was just not responsible. He said the manager of the Las Vegas facility said the contamination rate at their plant was 56 percent. He said people were trying to do what was right for the environment, but said no one was recycling properly. He asked how they would move forward, and at what cost to the citizens. He said the Needles' rates were going up to \$28 per month for basically the same services as Bullhead City's. He said the citizens would probably prefer not having their rates raised.

City Manager Cotter said articles and pictures were previously provided regarding other communities ending their recycling services. He said the solution would be either raising rates or fixing broken systems.

Mr. Kross said he believed this solution was a win-win-win situation for the community, the residents, and allowed them to run a sustainable business.

Franchise License Commission Chairman Powers said he remembered learning about Earth Day in school. He said for some time, he had forgotten about recycling. He asked if the younger demographic were more aware of recycling. Mr. Kross confirmed and said they grew up in a different world and learned about recycling from birth. He said parents now learned how to recycle from their children. Chairman Powers said the information on the lid was confusing and asked if it could be simplified. Mr. Kross said the new lids would contain information about four materials that could be recycled. He said they would do a better job of educating citizens about the proper way to recycle.

Franchise License Commissioner Brummett asked if cardboard could be mulched. Mr. Kross said not in this market, and said cardboard was baled and sent to Las Vegas. Franchise License Commissioner Brummett suggested that residents could be educated about recycling by providing smaller carts; and said in Washington, they found that a trash compactor was effective.

Mayor Brady asked if anyone from the public wanted to speak.

Tom Hixson said he was a Bullhead City resident. He asked if the public would be confused about keeping their two containers and then receiving a third container for recycling. He confirmed that the trash rate would go down to \$14.99 per month, and an additional \$10.00 would be charged for optional recycling. He said he was concerned that people would try to put recycling materials into their existing blue cans.

City Manager Cotter said people would soon learn there would be no recycling pickup unless they paid the additional \$10 per month and were provided with a brand new recycling cart. He said there was a cost to provide new trash carts and said the city did not want to have to pass those costs to the community.

Mr. Hixson said he learned about proper recycling through the Republic Services website.

Council Member D'Amico said he was in support of moving forward with the program.

EXECUTIVE SESSION

MOTION: Council Member Wegmann made a motion to adjourn the special meeting and

convene into executive session at 4:10 p.m. Council Member Bruck seconded

the motion.

VOTE: AYES: Brady, Bruck, D'Amico, Ring, Shutts, Wegmann NAYS: None

ABSENT: Clark

MOTION CARRIED

2. Discussion or consultation with the attorney of the public body for legal advice pursuant to A.R.S. § 38-431.03(A)(3) concerning EPCOR's impending interim water rate application with the Arizona Corporation Commission.

3. Annual Evaluation of the City Manager pursuant to A.R.S. § 38-431.03(A)(1).

MOTION: Council Member D'Amico made a motion to adjourn from executive session

and the special meeting at 5:00 p.m. Council Member Shutts seconded the

motion.

VOTE: AYES: Brady, Bruck, D'Amico, Shutts, Ring, Wegmann NAYS: None

ABSENT: Clark

MOTION CARRIED

ADJOURNMENT

Mayor Brady declared the special meeting adjourned at 5:00 p.m.

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct record of the special meeting of the City Council of the City of Bullhead City held on the 5th day of February 2019. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this 19th day of February 2019.

Police Ogdon, Deputy City Clerk For Susan Stein, MMC, CPM

City Clerk

Upon notice duly given under Arizona Revised Statutes, Section 38-431, et seq., as amended, the City Council of the City of Bullhead City held a regularly scheduled meeting on Tuesday, February 5, 2019, in the City Council Chambers, 1255 Marina Boulevard, Bullhead City, Arizona.

CALL TO ORDER, INVOCATION AND PLEDGE OF ALLEGIANCE

Mayor Brady called the meeting to order at 5:30 p.m. and invited Pastor Tim Eighmy of Community Lutheran Church to deliver the invocation. Council Member Shutts led the assembly in the Pledge of Allegiance to the Flag.

ROLL CALL

Council Present

Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann

Council Absent

None

Staff Present:

CITY MANAGER: Toby Cotter CITY ATTORNEY: Garnet Emery

CITY CLERK: Susan Stein

POLICE CHIEF: Brian Williamson FINANCE DIRECTOR: Rudy Vera

INTERIM PUBLIC WORKS DIRECTOR: Angie Johnson

HUMAN SERVICES DIRECTOR: Jeff Tipton

DEVELOPMENT SERVICES DIRECTOR: Glen Wiltse

PRESENTATIONS AND PROCLAMATIONS

1. Presentation to First Responders from the Order of the Eastern Star

Council Member Bruck presented checks on behalf of the Order of the Eastern Star to Bullhead City Police Chief Brian Williamson and Bullhead City Assistant Fire Chief Scott Neal.

OPEN CALL TO THE PUBLIC

Mayor Brady opened the call to the public.

Al Scigliano thanked the city for doing a good job in fighting the EPCOR rate case. He said the H2O Committee and he were looking into a paper trail of documents that indicated the city owned and paid for its water lines. He said he brought this to the attention of the Arizona Corporation Commission. He said the city was in a good spot in negotiating with EPCOR.

Gerald Ross requested that a speed bump be placed on his street because drivers were speeding, which was dangerous to children playing outside during the day. City Manager Cotter said the city's philosophy was to not allow speed bumps on any residential street, and said speed was enforced by the Police Department.

Scotty McClure said the electric company had trimmed trees and left a lot of trimmings in his yard which he was unable to clean up. He said his neighbors were afraid when they saw the city's code

enforcement trucks coming into the neighborhood. He said the area by the American Legion also had leftover tree trimmings.

Julie Hassett said the Colorado River Concert Association recently offered a wonderful performance by "Vocal Trash" which highlighted the importance of recycling. She said through the performance, 600 students became inspired about recycling and repurposing things in life. She said tickets were available for the upcoming season at www.crconcerts.com.

Having no one else present wishing to speak, Mayor Brady closed the call to the public.

AGENDA MODIFICATIONS

None

WAIVER MOTION

MOTION: Vice Mayor Ring made a motion to waive the reading in full of all ordinances

and resolutions presented for adoption at this meeting. Council Member

Clark seconded the motion.

VOTE: AYES: Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None

ABSENT: None

MOTION CARRIED

MANAGER'S REPORT

1. EPCOR Rate Case Update

City Manager Cotter said there was a tie vote at the last Arizona Corporation Commission (ACC) meeting that failed the initial EPCOR rate case request. He said the ACC would hold a public hearing on February 19th in Phoenix regarding the interim rate proposal. He said the city was an intervenor, and said city representatives would attend that meeting and make public comment. He said EPCOR requested in its filing that no public hearing be held, but said the city objected to that and the judge agreed. He said the city would continue to intervene in this new docket regarding interim rates.

2. Recycling

City Manager Cotter said a second work session was held this afternoon regarding recycling. He said Republic Services had proposed a small reduction in the monthly trash bill with an opt-in charge for recycling. He said additional public meetings would be held to discuss the issue.

3. 5th Annual Slab-O-Rama BBQ Challenge

City Manager Cotter said the Rotarians presented the city with a metal pig sculpture made by Dr. Thomas Dallman to recognize the city's partnership in the event. He displayed the sculpture.

4. Senior Games Report

Human Services Director Tipton said participation in the third Annual Senior Games had grown 20 percent since last year with 55 softball teams and 126 pickleball players. He said the city partnered with Senior Softball USA and USA Pickleball to help grow the event. He thanked the numerous sponsors, the city's recreation team, and the city's park maintenance crew for helping to make the event a success.

5. Weed Abatement

City Manager Cotter said due to the heavy rains over the last 30 days, there would be an abundance of weeds this spring. He said the city would be patient in dealing with weeds through the Code Enforcement Dept. He said he would look into the electric company's trimming issue that was raised by a citizen at tonight's meeting.

MAYOR AND COUNCIL MEMBERS' REPORTS ON CURRENT EVENTS

Council Member Bruck said Rotary Park was very green and beautiful, and thanked the city for its efforts in maintaining the parks.

Council Member Clark said there was still a lot of work left to do in regards to the Drought Contingency Plan that the Governor signed last week. He said he recently spoke at the University of Arizona's Annual Water Conference, and would speak on behalf of Mohave County water issues at the Arizona State Senate. He said Representative Cobb had introduced a bill in the Legislature that he would be promoting which would restrict the movement of any mainstream Colorado Water from the main stem in Mohave County to Central Phoenix or anywhere off the river. He said this was a step forward, but said they would have to continue to fight to keep the area's water.

Council Member Shutts said the Jerry Ambrose Veterans' Council of Mohave County would hold the Tri-State Veterans' Stand Down on March 1st and March 2nd at Community Park. She said numerous resources and assistance would be available throughout the event.

Mayor Brady said for the past 17 years, they had worked to move forward on the second bridge over the Colorado River into Laughlin. He said in December, the new Laughlin Town Board voted 3-1 to not spend any more money on the Laughlin Bridge. He said the city had already purchased \$3.1 million in bonds to perform the work on the bridge on the Arizona side of the river. He said everything had now been put on hold. He said he recently met with the new Clark County Commissioner regarding the need for a second bridge in the area. He said he came away from the meeting very optimistic, and said he hoped the bridge project would be back on track in the near future.

Mayor Brady recused himself from voting on the Consent Agenda items due to a conflict of interest on Item No. 5.

ITEMS WITHDRAWN FROM CONSENT AGENDA

Consent Agenda Item No. 4 was withdrawn from the Consent Agenda for discussion.

CONSENT AGENDA

MOTION: Council Member Clark made a motion that Items No. 1, 2, 3, 5, 6, 7, and 8 on

the Consent Agenda be approved in accordance with the reports, certifications and recommendations furnished each Council Member and without further

discussion. Council Member D'Amico seconded the motion.

VOTE: AYES: Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None

ABSENT: None ABSTAIN: Brady

MOTION CARRIED

Items on the Consent Agenda were approved as follows:

- 1. Approval of the Minutes of the Regular Council Meeting held on January 2, 2019; and the Minutes of the Special Council Meeting held on January 11, 2019. (City Clerk Stein)
- 2. Approval of the Final Plat for City Square, Tract 5088; and authorize the Mayor to sign all accompanying documents. (Development Services Director Wiltse)
- 3. Approval of Ordinance No. 2019-01 authorizing the repeal of Ordinance Nos. 2008-63, 2010-26, and 2014-13; and declaring the preliminary plat null and void for the project known as the Viewpoint and described as portions of Sections 11 and 12, T19N, R22W. (Development Services Director Wiltse)
- 5. Acceptance of the public utility easement for the sewer pipe located within the property at 1301 Newberry Drive, Bullhead City. (Interim Public Works Director Johnson)
- 6. Acceptance of the dedication of right-of-way for Old Trails Road within Section 7, T20N, R21W. (Interim Public Works Director Johnson)
- 7. Approval of the purchase of Praestol K 148 L and Praestol K 274 FLX Polymer from Solenis for use at both the Section 10 and Section 18 Wastewater Treatment Plants in an amount not to exceed \$52,600.00 for fiscal year 2018-2019; and to authorize the City Manager to approve resultant payments. Funding for this item has been included in the fiscal year 2018-2019 Wastewater Operations Budget. (Interim Public Works Director Johnson)
- 8. Ratification of the submittal of the Arizona Automobile Authority Grant Application in the amount of \$1,350.00 for the purchase of an Insta-Etch 2000 Etching Kit; and to authorize the Chief of Police to execute the grant agreement and all documents pertaining to the grant application and award on behalf of the city. (Police Chief Williamson)

PUBLIC HEARINGS ON ITEMS PULLED FROM CONSENT AGENDA

4. Approval of Ordinance No. 2019-02 authorizing an amendment to Z07-012, Ordinance No. 2013-19, Stipulation No. 6, to allow the applicant additional time (4 years) to obtain building permits for a commercial project located at 2801 Silver Creek Road and described as a portion of Section 19, T20N, R21W. (Development Services Director Wiltse)

Council Member Clark said a number of time extension items have come before the Council in the past, and said they had been lenient on approving them due to the nature of the economy. He said some of those projects were now very old; such as this project; which began in 1985. He said there had been up and down cycles throughout the years this project has been in existence. He said he was very pro-development; but at some point, he would like the city to review these projects and determine if they were viable to move forward or to take them off the books. He said it was not difficult to get a project rezoned in the city, and said if the developer wanted to move forward, it could be re-zoned at that point. He said he would vote "yes" to extend this project; however, going forward he would like to see more information and detail included the developers' future plans with reasoning for not developing the property up to this point.

City Manager Cotter said they would look at the extension requests in more detail in the future. He said some of the projects that were put on hold had been developed, such as Laughlin Ranch and Fox Creek.

Council Member D'Amico said he agreed with Council Member Clark, and asked how the fouryear extension of time was determined.

Planning Manager Loera said the city had always used the four-year extension period for many years, and said the time period was related to the nature of the economy.

Gary Hatch said he was the applicant, said they had a total of three projects in the valley. He said two of those projects had been developed and completed.

Mayor Brady asked if anyone from the public wanted to speak. No one from the public spoke.

MOTION:

Council Member Clark made a motion to approve Ordinance No. 2019-02 authorizing an amendment to Z07-012, Ordinance No. 2013-19, Stipulation No. 6, to allow the applicant additional time (4 years) to obtain building permits for a commercial project located at 2801 Silver Creek Road and described as a portion of Section 19, T20N, R21W. Vice Mayor Ring seconded the motion.

VOTE:

AYES: Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None ABSENT: None

MOTION CARRIED

BOARD/COMMISSION/COMMITTEE APPOINTMENTS

None

PUBLIC HEARINGS ON LIQUOR LICENSE APPLICATIONS

None

ACTION ITEMS

Building, Planning and Zoning Items

9. Discussion and possible action to approve: 1) the Final Plat for Canyon Trails at Fox Creek, Tract 5190, Unit 4; 2) the Financial Assurance through the Property Escrow Agreement; 3) the Water Allocation in the amount of 10.42 acre-feet; and 4) authorize the Mayor to execute the agreement on behalf of the city. (Development Services Director Wiltse)

Planning Manager Loera said this request included a 8.273 acre site to be split into 31 single-family lots and two utility parcels. He said approval was recommended.

Mayor Brady asked if anyone from the public wanted to speak. No one from the public spoke.

MOTION:

Council Member Wegmann made a motion to approve: 1) the Final Plat for Canyon Trails at Fox Creek, Tract 5190, Unit 4; 2) the Financial Assurance through the Property Escrow Agreement; 3) the Water Allocation in the amount of 10.42 acre-feet; and 4) authorize the Mayor to execute the agreement on behalf of the city. Council Member Bruck seconded the motion.

VOTE:

AYES: Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None ABSENT: None

MOTION CARRIED

Bid Awards, Contracts, Intergovernmental Agreement, and Purchases

10. Discussion and possible action to adopt Resolution No. 2019R-02 approving the Amendment to an Intergovernmental Agreement between the Bullhead City Pest Abatement District and the City of Bullhead City. (Human Services Director Tipton)

Human Services Director Tipton said the city and the Bullhead City Pest Abatement District had established a great partnership, and said they had been working diligently during the past two years in reducing nuisance black fly, mosquito, and caddisfly populations. He said the proposed agreement would extend the current agreement.

Pest Abatement Manager Joe Iburg said the black fly program had been very successful over the past 20 years, and said the mosquito program had improved over the last year. He said they had been doing a lot of work with Clark County and the Fort Mojave Indian Tribe in identifying the mosquito breeding grounds. He said he had been conducting a lot of research and testing that would assist with the caddis fly program. He discussed some of the upcoming projects that would take place this spring.

Mayor Brady asked if anyone from the public wanted to speak.

Scotty McClure asked if there was something people could do to eliminate the pigeon problem. Pest Abatement Manager Iburg said Mohave County Environmental Health had ordinances against feeding the pigeons. He said he had received numerous calls about the pigeon problem.

MOTION: Council Member Shutts made a motion to adopt Resolution No. 2019R-02

approving the Amendment to an Intergovernmental Agreement between the Bullhead City Pest Abatement District and the City of Bullhead City. Council

Member Wegmann seconded the motion.

VOTE: AYES: Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None

ABSENT: None

MOTION CARRIED

11. Discussion and possible action to approve: 1) the purchase of one 2019 Ford Interceptor from Peoria Ford, PFVT Motors, in the amount of \$33,264.32; 2) the City Manager's execution of the agreement for a Full Patrol Unit Upfit with Arizona Emergency Products in the amount of \$16,064.11; and 3) the transfer of \$49,328.43 from the General Fund Reserve to cover the purchase. (Police Chief Williamson)

Police Chief Williamson said in September 2018, an invitation to bid was issued for six 2019 Ford Police Interceptor Vehicles. He said Peoria Ford was awarded the bid and Peoria Ford also had the state contract. He said during the ordering process of the six vehicles, it was discovered that the 2019 model was being discontinued. He said the change would increase the cost of the 2020 models by approximately \$4,000 to \$5,000 per vehicle, and said the upfit cost would increase by approximately 4 to 10 percent. He said Peoria Ford had one 2019 model on its lot that was available for purchase. He said purchasing the 2019 vehicle now, rather than waiting until the new budget year, would save the city up to \$6,500.

Council Member D'Amico asked Police Chief Williamson to explain the bid process and the reason why the city did not use a local provider. Police Chief Williamson said during the bid process, they did receive bids from local providers. He said the best price received was from Peoria Ford, and in this case, there was only one 2019 truck available at this time.

Mayor Brady asked if anyone from the public wanted to speak. No one from the public spoke.

MOTION: Vice Mayor Ring made a motion to approve: 1) the purchase of one 2019 Ford

Interceptor from Peoria Ford, PFVT Motors, in the amount of \$33,264.32; 2) the City Manager's execution of the agreement for a Full Patrol Unit Upfit with Arizona Emergency Products in the amount of \$16,064.11; and 3) the transfer of \$49,328.43 from the General Fund Reserve to cover the purchase. Council

Member Wegmann seconded the motion.

VOTE: AYES: Brady, Bruck, Clark, D'Amico, Ring, Shutts, Wegmann NAYS: None

ABSENT: None

MOTION CARRIED

Other Business

None

COUNCIL REQUESTED ITEMS

None

ADJOURNMENT

There being no further business to come before the Council, the Mayor adjourned the meeting at 6:25 p.m.

CERTIFICATION

I hereby certify that the foregoing minutes are a true and correct record of the regular meeting of the City Council of the City of Bullhead City held on the 5th day of February 2019. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this 19th day of February 2019.

Delio Oglen, Deputy city clerk RON Susan Stein, MMC, CPM

City Clerk