

**MINUTES OF THE REGULAR MEETING OF THE SHOW LOW CITY COUNCIL HELD ON TUESDAY, MARCH 17, 2020 AT 7:00 P.M. IN THE CITY COUNCIL CHAMBERS, 181 NORTH 9TH STREET, SHOW LOW, NAVAJO COUNTY, ARIZONA**

1. Call to Order.

Mayor Seymore called the meeting to order at 7:00 p.m.

2. Roll Call.

**COUNCIL MEMBERS PRESENT:** Mayor Seymore, Vice Mayor Allsop, Councilman Clark, Councilman Hatch, Councilwoman Kakavas, Councilman Kelley, and Councilman Leech.

**COUNCIL MEMBERS ABSENT:** None.

**STAFF MEMBERS PRESENT:** Ed Muder, City Manager; F. Morgan Brown, City Attorney; Justin Johnson, Deputy City Manager; Bill Kopp, Public Works Director; Joe Shelley, Police Chief; Justen Tregaskes, Planning and Zoning Director; and Tamra Reidhead, City Clerk.

**GUESTS:** Cory Frampton, Stephanie Ray, Julie Clark, and Riala Leech.

3. Invocation.

Vice Mayor Allsop gave the invocation.

4. Pledge of Allegiance.

Councilman Hatch led the Council and audience in the pledge of allegiance.

Mayor Seymore said tonight's meeting was closed to the public and attendance was limited to ten people or less. There were other means by which the public could watch the meetings, including Sparklight cable channel 56 or 1056, Show Low YouTube channel, Show Low's Facebook page, or on the city's website at [showlowtv.com](http://showlowtv.com).

Mayor Seymore said staff had made arrangements for residents to call in if they wanted to participate during Call to the Public. The number to call was 928-205-2660, and it was posted along the bottom of the screen. Those who called in would leave a message with the person who answered the phone, and then the Council would return the call toward the end of the meeting so that you can speak during Call to the Public.

Mayor Seymore read an Emergency Proclamation aloud. He wanted the public to understand the reasoning behind the proclamation. The proclamation would give him the authority to close certain City facilities if needed and also make the City eligible for federal or state funds that might be made available.

5. **CALL TO THE PUBLIC:**

Any citizen desiring to speak on a matter that is within the jurisdiction of the City Council may do so at this time. Comments may be limited to three minutes per person and shall be addressed to the City Council as a whole, and not to any individual member. Issues raised shall be limited to those within the jurisdiction of the City Council. Pursuant to the Arizona Open Meeting Law, the City Council cannot discuss or act on items presented at this time. At the conclusion of the call to the public, individual City Council members may (1) respond to criticism made by those who have spoken, (2) ask staff to review a matter, and (3) ask that a matter be put on a future agenda.

None.

6. **SPECIAL EVENTS:**

A. Swearing in of New Council Members. (Tamra Reidhead)

Council members Clark and Leech recited the oath of office. Councilman Leech thanked the Council for having enough faith in him to put him back on the Council and said he was looking forward to the coming year. Councilman Clark thanked the Council members, Mayor, and staff who had confidence in him and had reached out to congratulate him. He had served on the Planning and Zoning Commission for six years and was grateful for the opportunity to be part of this body. He thanked his wife and family for their support.

B. Presentation of Fire Adaptive Communities Recognition. (Kirk Webb)

Mayor Seymore said this item would be heard at a future Council meeting.

C. Presentation of Update Regarding Census 2020. (Justen Tregaskes)

Mr. Tregaskes said Show Low TV staff had produced several short videos to promote the 2020 Census. The videos that were produced targeted second homeowners, retirees, and Spanish-speaking residents. One of the videos asking Show Low's residents to participate in the census was shown to the audience.

Mr. Tregaskes said the census was constitutionally mandated every ten years and was used to determine Congressional representation and funding for various programs. Arizona could possibly gain two more seats based on population growth. The census would also determine how Highway User Revenue Funds (HURF), used for roads and road maintenance, were distributed. Residents could reply to the census in one of three ways: online, by phone, or with the traditional paper method. The

U.S. Census Bureau would mail an official census notification to each residence. It would include a four-digit identification code to be used when completing the census form online; although the census could be completed without the code if the residence address was entered instead.

Mr. Tregaskes said the City had also sent information to the residents that included a “guess the census” contest. The official census postcard would come from the U.S. Census Bureau, and residents should receive those very soon if they had not already.

Mr. Tregaskes said for each individual counted in the census, approximately \$3,000 worth of funding was returned to the area. This would be a simple way to impact the community for the next ten years.

Councilman Leech asked if census workers would still go door to door given the spread of the coronavirus. Mr. Tregaskes said he had not heard anything specific. Previous plans were that if a resident didn't respond to several attempts through the mail, ultimately someone could knock on their door to see if they needed help filling out the form.

7. **CONSENT CALENDAR:**

- A. Consideration of Acceptance of Fairway Park Phase IV Waterline Replacement, City of Show Low Project No. W-1319. (Shane Hemesath)
- B. Consideration of Acceptance of North 16th Avenue Waterline Extension, City of Show Low Project No. W-2019. (Shane Hemesath)
- C. Consideration of Acceptance of Grant Funds from American Library Association and Authorization of Associated Budget Transfers. (Lisa Lewis)
- D. Consideration of Minutes of Show Low City Council meetings:
  - (1) Regular Meeting of March 3, 2020.
  - (2) Special Meeting of March 6, 2020.
  - (3) Special Meeting of March 10, 2020.

**COUNCILWOMAN KAKAVAS MOVED TO APPROVE THE CONSENT CALENDAR AS PRESENTED; SECONDED BY VICE MAYOR ALLSOP; PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

8. **NEW BUSINESS:**

- A. Consideration of Award of Construction Contract for West Cooley and 8th Avenue Waterline Replacement, City of Show Low Project No. W-0120. (Shane Hemesath)

Mr. Hemesath said the City's fiscal year 2019-20 Capital Improvements Plan budget included a total of \$437,000 for a waterline improvement project labeled "West Cooley Central to 8th Avenue." The scope of work for this project consisted of replacing approximately 4,200 linear feet of aging and deteriorating six-inch AC waterline with new eight-inch PVC water main, installing new water services and fire hydrants, and replacing any existing pavement or concrete required for the improvements. The work would take place in West Cooley from Central Avenue to 8th Avenue and in 8th Avenue from West Cooley to West McNeil.

Mr. Hemesath said the project was designed by City engineering staff, with a construction estimate of \$539,000. The project was publicly bid in accordance with statutory requirements with the following results:

| <u>Contractor</u>                 | <u>Total Bid</u> |
|-----------------------------------|------------------|
| Apache Underground and Excavating | \$538,304        |
| Rawlings Specialty Contracting    | \$542,890        |

Mr. Hemesath said staff had identified available funding in the Capital Carryover Account to fully fund the proposed improvements.

Mr. Hemesath said staff recommended awarding the construction contract for the West Cooley and 8th Avenue waterline replacement, City of Show Low Project No. W-0120, to Apache Underground and Excavating in an amount not to exceed \$538,304 and approving the associated budget transfers.

Councilman Leech asked why Mr. Hemesath thought the City only received two bids on this project. Mr. Hemesath said he was not sure. There were 12 contractors who attended the prebid meeting, but then the City received only two bids. He didn't know if contractors were too busy or if they weren't currently looking for work. Staff felt confident with the bids received, however.

**VICE MAYOR ALLSOP MOVED TO AWARD THE CONSTRUCTION CONTRACT FOR THE WEST COOLEY AND 8TH AVENUE WATERLINE REPLACEMENT, CITY OF SHOW LOW PROJECT NO. W-0120, TO APACHE UNDERGROUND AND EXCAVATING IN AN AMOUNT NOT TO EXCEED \$538,304 AND APPROVE THE ASSOCIATED BUDGET TRANSFERS; SECONDED BY COUNCILMAN LEECH; PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

B. Consideration of Approval of Preliminary Development Plan and Final Plat for Replat of Creekside at Eagle Mountain Estates Development. (Justen Tregaskes)

Mr. Tregaskes said at its March 10, 2020 meeting, the Planning and Zoning Commission voted 5 to 0 (Commissioners Robertson and Behrends were absent) to approve the preliminary development plan submitted by Creekside Partners LLC for a replat of Creekside at Eagle Mountain, based on staff recommendations. The applicant has indicated this 53 lot subdivision will be for single-family homes, manufactured homes prohibited. The gross area of the proposed subdivision was approximately 19.24 acres with a minimum lot size of 0.16 acres, average lot size of 0.25 acres, and a maximum lot size of 0.69 acres. This subdivision was zoned planned unit development (PUD) and was part of the Eagle Mountain Estates development. The applicant had also submitted a final plat to be considered concurrently by the Council at tonight's meeting.

Mr. Tregaskes said a previously submitted final plat called Creekside at Eagle Mountain Estates was approved by the Council on June 19, 2007 and recorded with Navajo County. Construction on the project was started by the previous developer but not completed. The previously approved Creekside at Eagle Mountain Estates development plan called for a 116 lot townhome subdivision. The replat for Creekside at Eagle Mountain would replace the 116 townhome lots with 53 single-family home lots. The replat reduced the number of units per acre from 6 to 2.75.

Mr. Tregaskes said the submitted project narrative stated that 90 percent of utilities had been installed, 25 percent of the roads were completed, and the remaining improvements would be completed in three phases. The subdivision would be gated with private roads and 1,300 to 1,800 square-foot homes.

Mr. Tregaskes said the applicant had indicated that they would use a form of assurance similar to what was used for the Snow Creek development. This assurance had been reviewed by the city attorney and had been found to be satisfactory. Based on previous approvals for this development, no sidewalks were proposed; however, forest access would be provided. The applicant had indicated that an internal trail system would be created.

Mr. Tregaskes said staff had reviewed the submitted preliminary development plan and final plat and found that they met all requirements of City Code. The subject property met all underlying zoning requirements of the PUD zoning.

Mr. Tregaskes read the conditions aloud:

1. All development shall comply with all applicable federal, state, and local requirements.

2. Public sewer and water lines within the development shall have dedicated public easements.
3. Drainage ways including basins and culverts shall be designated as private drainage easements.
4. All development of Creekside at Eagle Mountain shall be in substantial conformance to the submitted preliminary development plan, deed restrictions and the Eagle Mountain Master Plan.

Vice Mayor Allsop asked if the original plan included sidewalks. Mr. Tregaskes said no sidewalks were proposed in original approval. They had planned on using an internal trail system.

Vice Mayor Allsop asked who would have access to walk through on the trails. Mr. Tregaskes said it was a private gated subdivision so it was just for the homeowners within the subdivision.

Councilwoman Kakavas asked about the streets in that area and if they would be repaired and brought up to standard. Mr. Tregaskes said the main road going through the area had been paved, but there was still some work to be done on it. All other portions of roads on the plat had not been completed, so they would need to be completed as the phases developed.

Mayor Seymore asked if the roads would be private since this was a PUD. Mr. Tregaskes said yes, which was the same as it was under the previous development. To be maintained by City, the roads would need to be brought up to City standards.

Councilman Leech asked asked if ingress and egress was available off of 43rd since it would be gated. Mr. Tregaskes said the main entrance was off of SR260, but there was also an access off of 43rd. There would be gates at both locations.

Councilman Kelley asked with it being a gated community, whether the City would take over maintenance of the roads even if the streets were brought up to City standards. Mr. Tregaskes said it was possible, but there were a lot of things that would have to take place. They would first have to bring the roads up to City standards including the right-of-way width. Then they would have to be dedicated to the City from the homeowners association who owned the roads. It was unlikely to happen, but if it did, the streets would be open to everyone, not just the subdivision residents.

Mayor Seymore thanked Mr. Frampton and said this project had set idle for many years. He appreciated that Mr. Frampton was now making it a viable project.

**COUNCILWOMAN KAKAVAS MOVED TO APPROVE THE PRELIMINARY DEVELOPMENT PLAN AND FINAL PLAT FOR A REPLAT OF CREEKSIDE, A 53-LOT SUBDIVISION LOCATED IN EAGLE MOUNTAIN ESTATES DEVELOPMENT, SUBJECT TO THE CONDITIONS OF APPROVAL RECOMMENDED BY THE PLANNING AND ZONING COMMISSION AND AUTHORIZE THE MAYOR TO SIGN THE ASSOCIATED DOCUMENTS; SECONDED BY COUNCILMAN CLARK.**

Mayor Seymore asked if the building that was already located there would be part of the PUD. Mr. Frampton, who represented the developer, said the building that was there would not be used as part of the community and could be sold separately.

**MOTION PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

- C. Consideration of Lease Agreement with Northeastern Arizona Community Resource Network, Inc. (Ed Muder/Morgan Brown)

Mr. Brown said the City owned property located at 760 East McNeil that was part of the City Campus. Navajo County and Head Start used to lease portions of this property. It was now vacant and renovations were needed to bring the building up to current building code standards.

Mr. Brown said the City was approached by the Northeastern Arizona Community Resource Network, Inc. (NACRN), which was a non-profit corporation that did workforce development and other services in Navajo, Apache and Gila Counties. They currently leased office space from the City at city hall. They were connected to the Northeastern Arizona Local Workforce Development Board, which oversaw the ARIZONA@WORK Job Centers, and were interested in consolidating all operations into one location. They intended to operate a job center in the building and were also interested in adding services such as an entrepreneur mentorship program and support for parents and families.

Mr. Brown said NACRN had been actively seeking grants to renovate the building. They were aware of environmental issues with the building such as lead paint and asbestos, and they had worked with the City and obtained a grant from the Arizona Department of Environmental Quality (ADEQ). A grant was awarded in the amount of \$99,000 to remediate the

lead paint and asbestos at all the buildings on the campus, and work was scheduled to begin in August of this year.

Mr. Brown said NACRN had also obtained commitments from other partners including CareFirst Health Plan and NACOG for renovations, and they were in the process of securing an architect to finalize the plans. City staff felt the lease would be beneficial to renovate a historic building and to have a secure tenant. The City would need to budget a significant amount of funds to either renovate the building or have it torn down if there wasn't a partner to lease the building. The lease would allow the group to pay a minimal amount of rent for two years while they were securing funding, developing plans, and commencing the renovation. The lease had a clause that stated after two years the rent would increase to \$2,000 per month and then rent would be \$6,000 per month after a certificate of occupancy was issued. If NACRN could not get the certificate of occupancy after three years, then the lease would terminate. The City had budgeted \$115,000 for replacing the roof on the proposed building to be leased. The lease allowed NACRN to use \$40,000 of these funds for architectural services and allowed using any remaining funds for other renovations if they committed to replacing the roof at their expense upon completion of the project. The lease would be for 20 years and allowed for a credit of \$6,000 per month for the renovation costs to NACRN. NACRN would be responsible for a portion of the common area.

Mr. Brown said the City would be budgeting to do other improvements at the City Campus, including removing the Teen Center and police storage buildings and improving the parking.

Mr. Brown said staff recommended approving the lease with NACRN.

Mr. Brown said Stephanie Ray of Northeastern Arizona Workforce Development was available to answer any questions regarding funding or plans for the building.

Councilman Kelley asked about the property taxes on the facility. Mr. Brown said NACRN was a nonprofit, so there would be no property taxes.

Councilman Kelley asked if a financial analysis had been done for five- and ten-year intervals. Mr. Brown said the lease was designed to ramp up when NACRN actually occupied the building. It would give them a couple years to get plans in order and to get permits to start renovations. If NACRN could not get the certificate of occupancy after three years, then the lease would terminate. He doubted NACRN would invest a million plus dollars into the building and then let the lease terminate. After 20 years, the lesser amount they would be charged to lease the building would have given them credit for the renovations they made.

Councilwoman Kakavas asked Ms. Ray to explain the project and the purpose of the Arizona@Work program. Ms. Ray said Arizona@Work was the statewide workforce development network that helped employers of all sizes and types recruit, develop, and retain the best employees for their needs. It was funded through the Department of Labor and would be a one-stop shop where people could get a myriad of services. They wanted to establish a location that would be permanent and provide all services people needed but didn't have the resources themselves.

Councilman Clark asked if they had begun the process to see if grants were feasible to complete the projects. Ms. Ray said they had an initial cost estimate that seemed a little high, but based on the verbal estimates, they believed they were really close. They hoped to enter into some type of partnership where a general contractor and some subcontractors would be willing to do some in-kind work. They had the funding to complete one portion of the building and then would work on grants to build out the other side.

Councilman Clark asked when the work would begin if the Council authorized the lease. Ms. Ray said they had an architect wanting to start Monday. The ADEQ contractor was ready to start the remediation on August 1. She was hopeful that the project would take only nine months.

Mayor Seymore said it would be nice to see the building serve a purpose in the community.

**COUNCILMAN CLARK MOVED TO APPROVE THE LEASE AGREEMENT WITH NORTHEASTERN ARIZONA COMMUNITY RESOURCE NETWORK, INC. FOR PROPERTY LOCATED AT 760 EAST MCNEIL, AND AUTHORIZE THE MAYOR TO SIGN THE AGREEMENT ON BEHALF OF THE CITY; SECONDED BY COUNCILWOMAN KAKAVAS; PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

Mr. Muder said that no one had called in to participate in Call to the Public.

9. **SUMMARY OF CURRENT EVENTS:**

A. Council Members

Councilwoman Kakavas said with the COVID-19 crisis, everyone was encouraged to go to the Navajo County Health District website and the Summithealthcare.net website to get updated information related to personal healthcare providers and also how to take care of any symptoms.

Vice Mayor Allsop said he attended the Meals on Wheels/Senior Center meeting. Even though the Senior Center was closed, Meals on Wheels was still serving food.

Councilman Clark said the Show Low Unified School District would be providing food beginning tomorrow. It would be distributed at no cost at Whipple Ranch Elementary for children and youth up to age 18 years of age. There would be a form located on the school's website to fill out to let the workers know what food they wanted and then it would be distributed in the parking lot.

Councilman Leech said he received a phone call from the Northern Arizona Council of Governments director about a meeting next week regarding funding they might be available for senior citizens and schools. He said the Darren Reed Memorial Scholarship fundraiser scheduled for later in April could possibly be postponed.

Councilwoman Kakavas added that Dawn Hall of The Morning Rose flower shop was taking donations of lunch and breakfast items for children who were without food during this time. Donations could be dropped off at The Morning Rose, typically items that were easy to prepare while parents were at work.

Mayor Seymore said the demand for food items and other products had been greater than it needed to be. The supply would still be available and people should be cautious about taking care of basic needs and not buying more than was needed.

B. Mayor

Mayor Seymore said he recently attended a funeral for a great officer who lost his life. He read a thank you card from White Mountain Apache Tribal Chairwoman Gwendena Lee-Gatewood that was addressed to Show Low's police officers.

Mayor Seymore said he attended a community meeting at Summit Healthcare where the COVID-19 virus was discussed. The City would try to keep citizens updated on any new information that became available.

Mayor Seymore said he attended a funeral of a very dear friend Bill Rawlings last Saturday. Mr. Rawlings had done a lot of work for the community and this area and would always be remembered. The Rawlings family had been a great asset to this community.

Mayor Seymore added that snow was expected tomorrow night and encouraged citizens to move their cars off the streets to allow snow plows to have access to clear the streets.

C. City Manager

Mr. Muder said out of an abundance of caution and due to COVID-19, the City had implemented certain closures as was stated in the proclamation that Mayor Seymore read at the beginning of the meeting. At the current time, all city facilities would remain staffed; however, in-person services would be limited until the risk subsided. Until further notice, the aquatic center, public library, senior center, and city campus gym would be closed to the public. All critical services such as police protection, transit, court services, water and wastewater and solid waste pickup would continue to be fully available. The City would provide up-to-date information as it was received and as the situation evolved.

Mr. Muder said even though the public library was closed, there were e-resources, e-books, and audio books available through the Navajo County Library District at [navajocountylibraries.org](http://navajocountylibraries.org). Additionally, Show Low's library was offering curbside services to its patrons. Those who wished to check out items, including books, DVDs, and magazines, should call the library to request the item(s), and library staff would deliver the items to them as they waited in their vehicle.

10. **SCHEDULING OF MEETINGS:**

None.

**COUNCILMAN LEECH MOVED TO RECESS INTO EXECUTIVE SESSION TO DISCUSS THE TIMBER MESA FIRE AND MEDICAL DISTRICT INTERGOVERNMENTAL AGREEMENT, A.P. NO. 210-02-009C, A.P. NOS. 210-17-001, 210-17-022, 210-14-050C, 210-14-049, AND 210-14-050D, AND REVIEW THE EXECUTIVE SESSION MINUTES OF FEBRUARY 18, 2020, AND MARCH 10, 2020; SECONDED BY COUNCILWOMAN KAKAVAS; PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

The Show Low City Council recessed into Executive Session at 8:12 p.m.

11. **EXECUTIVE SESSION.**

A. Confidentiality Statement.

B. Discussion or consultation with the attorney or attorneys of the public body for legal advice or to consider its position and instruct its attorneys regarding the public body's position regarding contracts that are the subject of negotiations, in pending or contemplated litigation, or in

settlement discussions conducted in order to avoid or resolve litigation. Pursuant to A.R.S. Sections 38-431.03(A)(3) and 38-431.03(A)(4).

(1) Timber Mesa Fire and Medical District Intergovernmental Agreement.

C. Discussion or consultation for legal advice with the attorney or attorneys of the public body or with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale, or lease of real property. Pursuant to A.R.S. Sections 38-431.03(A)(3) and 38-431.03(A)(7).

(1) A.P. Nos. 210-02-009C.

(2) A.P. Nos. 210-17-001, 210-17-022, 210-14-050C, 210-14-049, and 210-14-050D.

D. Discussion or consideration of records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law. Pursuant to A.R.S. Section 38-431.03(A)(2).

(1) Executive Session Minutes of February 18, 2020.

(2) Executive Session Minutes of March 10, 2020.

12. **POST EXECUTIVE SESSION.**

Consideration of any item on the Executive Session portion of this agenda, which the Council may wish to take action upon in Open Session.

The Show Low City Council reconvened into Open Session at 9:38 p.m.

A. Consideration of Approval of the Minutes of the Executive Session of the Show Low City Council Held on February 18 and March 10, 2020.

**COUNCILMAN HATCH MOVED TO APPROVE THE EXECUTIVE SESSION MINUTES OF FEBRUARY 18 AND MARCH 10, 2020; SECONDED BY VICE MAYOR ALLSOP; PASSED 7 TO 0 WITH MAYOR SEYMORE, VICE MAYOR ALLSOP, AND COUNCIL MEMBERS CLARK, HATCH, KAKAVAS, KELLEY, AND LEECH VOTING IN FAVOR.**

13. **ADJOURNMENT.**

There being no further business to be brought before the Council, **MAYOR SEYMORE ADJOURNED THE REGULAR MEETING OF THE SHOW LOW CITY COUNCIL OF MARCH 17, 2020 AT 9:38 P.M.**

ATTEST:

APPROVED:

\_\_\_\_\_  
Tamra Reidhead, City Clerk

\_\_\_\_\_  
Daryl Seymore, Mayor

T:doclcc031720

**CERTIFICATION**

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the **REGULAR MEETING** of the City Council of Show Low held on March 17, 2020. I further certify that the meeting was duly called and held and that a quorum was present.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

(SEAL)

\_\_\_\_\_  
Tamra Reidhead, City Clerk