

Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019

Review

The Commissioners met at 9:00 a.m. to review legal issues and pending or future action items and correspondence. Commissioner Levacy called the meeting to order with the following Commissioners present: Steve Davis, Jeff Fix, and Dave Levacy. Also present were Carri Brown, Rachel Elsea, Dennis Keller, Jeff Porter, Tony Vogel, Todd McCullough, Jake Tharp, Amy Brown-Thompson, Joshua Horacek, Tom Lininger, Aunie Cordle, Loudan Klein, Mark Conrad, Chief Lape, Dave Burgei, Rick Szabrak, David Miller, Jeremiah Upp, and Jon Kochis.

- Welcome
- Legal Update

Mr. Horacek introduced Mr. Tom Lininger, a new civil division attorney in the Prosecutor's Office. We welcomed Tom Lininger, a new Assistant Prosecutor, to the meeting and to the county.

- Administration and Budget Update/Carri's List

a. Announcements

- September 12 – United Way Day
- September 26 – Leadership Conference – at the WigWam – agenda available
- October 1 – Complete Count Committee - Census 2020 Meeting
- October 9 – Time with the Commission @ The Fair

b. Highlights of Resolutions

Dr. Brown highlighted 14 resolutions planned for the voting meeting.

We proposed approval of the RPC (and work group) recommended adjustment to the timeframe for maintenance bonds. This was in follow up to the hearings held on July 2 and August 20. Thank you to Loudan Klein for reaching out again to RPC members by providing the proposed resolution and supporting documentation. The revision will apply to the subdivisions conditionally accepted after January 1, 2020. This will allow for time to adjust procedures. The timeframe for maintenance bonds will shift from 5 years to 3 years with an occupancy standard.

The County Engineer proposed a resolution to approve a Change Order for the VIO-35, FAI-CR9-1.983 West Columbus Street over Sycamore Creek Bridge Replacement Project.

We proposed a resolution to approve the contract between the Fairfield County Commissioners and the Lancaster-Fairfield Community Action Agency to administer the 2019 Community Grant (CG) from Ohio Environmental Protection Agency. (This is a renewal.)

We proposed approval of the Meals on Wheels contract for services with adjustments requested by Meals on Wheels (such as for timeframes) and with adjustments for clarity.

DD proposed approval of two vehicles to the City of Lancaster.

JFS proposed a contract for protective placement in network and the most recent Wendy's Wonderful Kids grant agreement, as well as approval of the most recent updates for the Prevention, Retention, and Contingency plan (already approved by the FCFACF).

There were financial resolutions to approve, such as:

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

- Appropriations from unappropriated funds for the County Engineer, and DD (all non-general fund appropriations and a total of three resolutions);
- Authorization for the County Auditor to assess and place on the tax duplicate delinquent sewer rentals for the Buckeye Lake Sewer System for the dates of May 15, 2019 through June 15, 2019;
- An account to account transfer of appropriations to properly classify expenditures for the County Sheriff; and
- Memo transactions for reimbursements for JFS.

In queue were resolutions for the creation of the Probate Guardianship Board Fund, transfers of residual equity, and various other financial and contractual resolutions.

Mr. Davis stated he has had conversations with Dr. Brown and Judge Vandervoort regarding the guardianship board. While he is in favor of the board, he thought a comparison chart for costs and services (currently versus with the new board option) would be helpful.

c. Administrative, Program, and Budget Update

Administrative & Program Updates

The review packet contained a list of administrative approvals. There were no questions posed.

Department of Labor Internal Audit: We in Fairfield County will be conducting a Department of Labor internal audit to ensure our compliance with fair labor standards. HR Director Jeff Porter will be sending out communication to elected officials and department heads, as well as to payroll officers. We will report on this effort regularly. The effort is win-win in that it considers the employee, employer, and taxpayers. DOL recommended this step in a letter to the HR Director. We appreciate everyone's cooperation as we proceed.

Dependent Audit for the Health Benefits Plan: Communication has been sent to plan members. There is no penalty for making correction before this Friday. If dependents are eligible, there is no action needed until Willis Towers Watson requests documentation, and there will be an electronic way to provide that documentation, such a marriage certificate or birth certificate. In the future, there will be an update about the results of the audit.

Recruitment and Retention: As part of efforts to recruit and retain employees, we are exploring the concept of a "stay" interview (as opposed to an exit interview), which in research is shown to be a powerful engagement tool. "Stay" interviews have had departmental successes, and our desire is to expand the tool. A webinar (taped) will be available on September 11 for those interested. Commission Department Heads will be researching this concept, as will Recruitment and Retention Work Group Members. Others are invited to join in on the effort. Please contact Carri Brown if you are interested.

Mr. Davis stated he received the Dependent Audit letter and asked what the next step was in the audit and who would be audited. Mr. Porter replied they expanded the audit to include all employees and that there were various documents accepted for each type of dependent.

Budget Update

Budget hearings are set for 2020.

Departments have until September 4th to make changes to proposals. We will continue to monitor revenues and expenditures.

Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019

d. Debriefing of Economic and Workforce Development Summit

On August 22, leaders in the public and private sectors in Fairfield County shared a vision of a sustainable and vibrant economy. The Economic and Workforce Development Summit served our communities by connecting stakeholders and providing information to help them grow and protect our local economy and its workforce.

Thank you so much to Rick Szabrak and multiple stakeholders who supported the Summit. We have heard great feedback from numerous attendees. Both Patty Huddle and Kenny McDonald from Columbus 2020 sent notes about how impressed they were with the event. Rick Szabrak thanked the presenters.

As Kenny McDonald stated – “We’re only a market. Nobody cares about jurisdictions.” We think the teamwork from the group demonstrated that sentiment. We will use the feedback to plan for 2020.

We asked for “one word” to describe the summit (or one word evoked from the summit), and the responses were:

- Encouraging (multiple times)
- Informative (multiple times)
- Collaborative
- Perspective
- Opportunity
- Caffeine (might have been a joke...but does evoke the need for stamina at a summit)

We asked about things we should do at the next summit, and the response were:

- Network more
- Have more visual or interactive opportunities
- Take a walking tour
- Include a business insight feature
- Update everyone on the progress of initiatives discussed in 2019
- Feature some success stories

e. BRAVOs

Thank you to Rick Szabrak, Economic and Workforce Development Director, for his work with multiple stakeholders to hold an informative, encouraging Summit.

Bravo to Jeff Porter, HR and Risk Management Director, for his work in obtaining more than \$37,000 this quarter in rebates for pharmaceuticals relative to our health benefits plan.

Congratulations to Aunie Cordle, JFS Director, for being awarded a scholarship to attend a conference. Aunie will be representing Fairfield County at the County Welfare Directors Association of California’s Human Services Conference in Monterey, California, in October. Aunie will have the terrific opportunity to share and receive information with most travel expenses covered by a scholarship. Great job, Aunie. It is so nice to see how others in the nation are recognizing what we know: Aunie is an exceptional JFS Director.

- Old Business

- a. MCJDC Rightsizing Efforts & Options

- We will continue to work on efforts to reduce the financial investment in detention.

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

- New Business (none)
- General Correspondence Received (none)
- Calendar Review/Invitations Received
 - a. CCAO Winter Conference Save the Date – December 4-6, 2019

- FYI

- a. Jail Population – 340

Mr. Davis asked Chief Lape how staffing and labor changes when there is a large jump in the inmate count.

Chief Lape replied that the deputies can handle the increase in general, but with the increase comes an increase in medical conditions presented, raising the likelihood of medical runs to the hospital. When this happens more frequently, they have fewer staff members at the facility. It also increases the meals needing to be prepared.

- b. Expected Road Name Change Petition coming
- c. September Covered Bridge Festival/Tour
- d. FMC Tour on August 30th
- e. Prosecutor's Annual Prosecution of Aggravated Arson Cases report to State Fire Marshall

- Open Items

Commissioner Levacy stated at 9:24 a.m. that the Commission would be in recess until the 10:00 a.m. Regular Meeting.

Commissioners' Regular Meeting

A regular meeting of the Fairfield County Board of Commissioners was held on Tuesday, September 3, 2019 beginning at 10:00 a.m., with the following Commissioners present: Steve Davis, Dave Levacy, and Jeff Fix. Also present were Carri Brown, Rachel Elsea, Joshua Horacek, Amy Brown-Thompson, Staci Knisley, Tom Lininger, Aunie Cordle, Jon Kochis, Jeff Porter, Dennis Keller, Todd McCullough, Jeremiah Upp, Tony Vogel, Jake Tharp, Rick Szabrak, Chief Lape, Loudan Klein, Chad Reed, Jon Slater, and Marc Fishel.

Pledge of Allegiance

Commissioner Levacy asked everyone to rise as able, and he led the Pledge of Allegiance.

Announcements

Commissioner Levacy asked if there were any announcements.

Ms. Elsea apologized the agenda was not on the projector due to CRMS issues.

Public Comment

Commissioner Levacy asked if anyone from the public who would like to speak or offer comments.

There were no public comments.

Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019

Approval of Minutes for Tuesday, August 27, 2019

On the motion of Jeff Fix and the second of Steve Davis, the Board of Commissioners voted to approve the minutes for the Tuesday, August 27, 2019 Regular Meeting.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the Commissioners' Resolution

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the following Commissioners' Office resolutions:

- | | |
|--------------|---|
| 2019-09.03.a | A resolution to approve a contract between Fairfield County Board of Commissioners and Meals on Wheels – Older Adult Alternatives of Fairfield County, Inc. (MOW) [Commissioners] |
| 2019-09.03.b | A resolution authorizing the County Auditor to assess and place on the tax duplicate delinquent sewer rentals for the Buckeye Lake Sewer System for the dates of May 15, 2019 through June 15, 2019 [Commissioners] |
| 2019-09.03.c | A resolution to approve the contract between the Fairfield County Commissioners and the Lancaster-Fairfield Community Action Agency to administer the 2019 Community Grant (CG) from Ohio Environmental Protection Agency. [Community Action] |

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the Board of Developmental Disabilities Resolutions

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the Board of Developmental Disabilities resolutions:

- | | |
|--------------|---|
| 2019-09.03.d | A resolution authorizing the donation of two vehicles to the City of Lancaster [Board of Developmental Disabilities] |
| 2019-09.03.e | A resolution to approve additional appropriations by appropriating from unappropriated into a major expense object category [Fairfield County Board of DD] [Board of Developmental Disabilities] |
| 2019-09.03.f | A resolution to approve additional appropriations by appropriating from unappropriated into a major expense object category – Fund # 2060, Fairfield County Board of DD [Board of Developmental Disabilities] |

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the Engineer Resolutions

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the following Engineer resolutions:

- | | |
|--------------|---|
| 2019-09.03.g | A resolution to appropriate from unappropriated in a major expenditure object category County Engineer 2024-Motor Vehicle for supplies [Engineer] |
| 2019-09.03.h | A resolution to approve a Change Order for the VIO-35, FAI-CR9-1.983 West Columbus Street over Sycamore Creek Bridge Replacement Project [Engineer] |

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

Discussion: Mr. Upp stated the VIO-35 project has been a very good project. It is in Olde Town Pickerington and is a joint effort with the Pickerington to improve the bridge and surrounding areas.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the JFS Resolution

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the following JFS resolutions:

- 2019-09.03.i A resolution regarding Network Placement and Related Services Agreement between All for You 126, Inc., Child Protective Services Department [JFS]
- 2019-09.03.j A resolution to approve a memo receipt and expenditure for Fairfield County Job & Family Services [JFS]
- 2019-09.03.k A resolution regarding a Grant Agreement between Dave Thomas Foundation for Adoption and Fairfield County Job & Family Services (FCJFS), the Protective Services Department (FCPS) [JFS]
- 2019-09.03.l A resolution to approve the renewal and revision of the Fairfield County Prevention, Retention, and Contingency Plan [JFS- Human Resources]

Discussion: Ms. Cordle stated the amount of the Dave Thomas grant increased thus requiring the Commissioners to approve the difference. Mr. Levacy spoke highly of Mr. Thomas' legacy in continuing to support adoptions.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the Regional Planning Commission Resolution

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the Regional Planning Commission resolution to approve an amendment to the Fairfield County Subdivision Regulations Section 6.6 maintenance bond requirement; see resolution 2019-09.03.m.

Discussion: Mr. Fix thanked Mr. Klein and Dr. Brown for their work. This is a big deal and great first step. Mr. Klein thanked Dr. Brown for her instrumental work. He also thanked Mr. Vogel, Mr. Upp and others in the workgroup. He agreed this is a great first step. Dr. Brown stated that BIA was very pleased and would continue to participate in discussions. Mr. Davis thanked everyone for the work and stated he looked forward to building regulations being as consistent as possible. He asked if there was a timeline for the other items discussed. Mr. Klein replied he was working towards progress near the end of the year, looking into the other suggested changes, such as stormwater regulations. He hopes to present new items for approval to the Commissioners early next year.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Approval of the Sheriff's Office Resolutions

On the motion of Jeff Fix and the second of Dave Levacy, the Board of Commissioners voted to approve the Sheriff's Office resolutions approving an account to account transfer; see resolution 2019-09.03.n.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

Dr. Brown congratulated Mr. Reed on his new job with the County Parks District.

Executive Session – Pending Litigation

On the motion of Steve Davis and second of Jeff Fix, the Board voted to enter into Executive Session to discuss pending litigation at 10:12 a.m.

Discussion: Commissioner Davis stated that the following people be included in the executive session: Commissioner Davis, Commissioner Levacy, Commissioner Fix, Carri Brown, Rachel Elsea, Marc Fishel, representatives from Human Resources, and representatives from the Prosecutor's Office.

Roll call on the motion as follows:

Voting aye thereon: Steve Davis, Jeff Fix, and Dave Levacy

On the motion of Jeff Fix and second of Steve Davis, the Board voted to exit Executive Session at 10:49 a.m.

Roll call on the motion as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

Review (continued)

The Commissioners met at 10:49 a.m. to review legal issues and pending or future action items and correspondence. Commissioner Levacy called the meeting to order with the following Commissioners present: Steve Davis, Jeff Fix and Dave Levacy. Also present were Carri Brown, Rachel Elsea, Joshua Horacek, Amy Brown-Thompson, Tom Lininger, Jeff Porter, and Mark Fishel.

Public Hearing – Greenfield Estates Drainage Maintenance District

The Commissioners met at 11:00 a.m. for the Greenfield Estates Drainage Maintenance District Public Hearing. Commissioner Davis called the meeting to order with the following Commissioners present: Steve Davis, Jeff Fix and Dave Levacy. Also present were Carri Brown, Rachel Elsea, Joshua Horacek, Tom Lininger, Jeremiah Upp, Eric McCrady, Ed Laramée, Eric Jones, Rebecca Lehman, Loyd Thrapp, Debora Thrapp, Dale Richardson, Troy Bussey, and Barrett Lawlis.

Mr. Davis called opened the hearing by reviewing the format.

Mr. Upp stated Greenfield Estates is a subdivision in Greenfield Township with considerable drainage infrastructure that is not a part of the roadway and not covered by the Engineer's office. This infrastructure is over 20 years old. Issues include sediment clogs, tiles collapsing, and tree issues. An increase is needed for maintenance as the current funds are inadequate to offset the work. The Ohio Revised Code allows for a reevaluation of the fund every six years. It has been well over six years since the fund has been evaluated and they feel the need to get the updates made. The current collections average about \$50 a year per property and the new suggested rate would be between \$400 and \$450 annually per property. The calculation is based on the construction estimate for a drainage system. The Engineer is authorized to keep 20% of the funds. If this is not approved, service cannot be performed without the Drainage Maintenance District reimbursing the engineer. The current annual collection is around \$4,000 with the new proposed collection being around \$34,000. Parts of the system are currently in failure.

Commissioner Davis asked if there were any comments in opposition to the proposed increase.

Mr. Eric Jones of 4235 Fieldstone Street in Carroll stated he was not necessarily opposed to the proposal yet asked if plans would be released. He also stated that he felt the Engineer was concerned with the current issue, not the cause of the issues.

Commissioner Davis asked if there were any comments in support of the proposal.

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

There were no comments in support of the proposal.

Commissioner Davis then asked if there were any questions or concerns.

Mr. Troy Bussey of 4652 Arrowhead Dr in Carroll State he does not think the entire water issue is being addresses as a lot of the water that drains through the subdivision is from the neighboring 500-acre field.

Mr. Davis asked if he had observed any change in the watershed.

Mr. Bussey replied that since a fence has been removed the plant buffer that existed along the fence is no longer there to help with drainage. He is concerned the proposal does not consider the water draining from the field. He has spoken to the SWCD. The water draining is not clear, but muddy.

Mr. Loyd Trapp of 4626 Meadowgrove Drive in Carroll asked what would be done with the funds, when would the project start, and who would be responsible for returning the yards to their previous state after construction.

Mr. Dale Richardson of 4679 Meadowgrove Dive in Carroll stated he thinks the project requires additional oversight. He has not seen a master plan. He asked how the Engineer knew the plan would work and stated that for thirty years the Engineer has punted this project along. He stated that the Ohio Revised code required this to have been evaluated every year. He is also upset that previous property owners did not have to pay to fix the issues. He has a lack of confidence in the project to support it and asked why this hasn't been addressed before.

Ms. Deborah Thrapp of 4626 Meadowgrove Drive in Carroll agreed with Mr. Bussey regarding the field drainage issues. The water washes the contents of the field into their subdivision. She is sure those contents are plugging up the systems. She asked why this has not been looked at before. She would like to see plans that include what will be fixed, where it will be fix, and how it will be fixed. She believes this is unfair to the residents to accept this proposal when they haven't seen plans.

Mr. Rebecca Lehmann of 4235 Fieldstone Street in Carroll stated the letter mentioned 15 acres of common space. She asked where that 15 acres was located. She also noted a long time has passed to not have looked into this issue.

Mr. Upp responded to the questions.

He stated there were two requirements to analyze the system. The first requirement is to analyze the system every year for what maintenance needs done. A report is then made to the Commissioners with plans and appropriations made for the project. This has been done every single year. The six-year analyzation allows for the Engineer to evaluate the costs every six years to make sure enough is being collected for maintenance.

Regarding the new proposal addressing the watershed from the neighboring property, the subdivision is in the natural drainage path of this property, and when it was created in the 90's this was accounted for, however draining has obviously changed. As Engineer, is it Mr. Upp's responsibility to take care of the infrastructure within the subdivision, and he does not have authority to address issues off-site. He has tried to work with the neighboring property owner to see if they are willing to help with the issue but has not received a response.

Mr. Upp clarified that they would be collecting 20% of the \$1,046,064 that was estimated to completely replace the infrastructure. The current assessment generates \$4,000 annually with the proposed assessment increasing to \$34,000 collected annually. Currently it takes several years to do any maintenance as they must wait until enough assessments have been collected to pay for a repair. The new assessment would allow for much needed annual maintenance to address failures that are currently happening. They also hope to put in place bigger drainage wells. The DMD is not allowed to take on debt.

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

Mr. Fix stated this situation was similar to one in Pickerington and asked if it is possible to put some drainage into the farmers field.

Mr. Upp replied that it is possible and a good idea, but it was his understanding, that this was a civil matter between the landowners and other property owner.

Mr. Horacek stated that the engineer is given no funds for issues outside of the DMD. The funds collected really need spent within the current DMD.

Mr. Fix asked what would happen if there is no change in the assessment.

Mr. Upp replied that failure would continue which would result in failing septic systems, water laying around, and possible health hazards. There is a mile worth of storm sewer facing collapse.

Mr. Upp stated that a plan would be in place once he knew he had the money to fix the issues. He reiterated that this is maintenance for the current system, not construction of anything new in the system.

Mr. Levacy asked if the area was in the conservancy district.

Mr. Upp replied it was not.

Mr. Upp provided his closing remarks. He stated the common area referenced in the letter was the road right of way which is 30 feet from the center line in both directions. He understands the concern with no physical plan, but it is hard to develop a plan for maintenance without a considerable amount of time and money spent.

Mr. Davis asked if Mr. Upp plans on saving some of the assessments for a larger project.

Mr. Upp replied he absolutely planned on that.

Mr. Davis asked what the current balance was.

Mr. Laramee replied it was around \$18,000.

Mr. Upp added that there were still some outstanding invoices to pay as they waited for the contractor to return some yards to their previous state.

Mr. Upp also explained that they can keep up to 20% of the \$1,046,640. If they catch up on maintenance and the funds hit 20% the assessment, they would stop until the fund dips below the 20% again.

Mr. Davis thanked everyone for attending. He added that the comments from those in attendance were helpful to the Commissioners.

The public hearing was closed at 11:39 a.m.

Review (continued)

The Commissioners met at 10:49 a.m. to review legal issues and pending or future action items and correspondence. Commissioner Levacy called the meeting to order with the following Commissioners present: Steve Davis, Jeff Fix and Dave Levacy. Also present were Carri Brown, Rachel Elsea, Joshua Horacek, Tom Lininger, Jeremiah Upp, Eric McCrady, Ed Laramee, Eric Jones, Rebecca Lehman, Loyd Thrapp, Debora Thrapp, Dale Richardson, Troy Bussey, and Barrett Lawlis.

Mr. Richardson asked what happens after five years.

**Regular Meeting #35- 2019
Fairfield County Commissioners' Office
September 3, 2019**

Mr. Davis reminded everyone that the hearing was closed. He stated if the proposal passed, they could only collect 20% of the replacement cost. The fund can never exceed the 20% (roughly \$220,000).

Ms. Thrapp asked if there were no improvements where the money would go.

Mr. Davis replied that the public hearing was closed and that the Engineer could address her questions and concerns separately. Mr. Upp indicated he would do so.

Ms. Thrapp asked if they could expect a plan and who would make the decision.

Mr. Davis replied that the Commissioners would make the decision on the DMD and that Mr. Upp had already answered the question concerning a project plan.

Adjournment

With no further business, on the motion of Jeff Fix and a second of Steve Davis the Board of Commissioners voted to adjourn at 11:43 a.m.

Roll call vote of the motion resulted as follows:

Voting aye thereon: Jeff Fix, Steve Davis, and Dave Levacy

The next Regular Meeting is scheduled for Tuesday, September 10, 2019 at 10:00 a.m.


Motion by: _____ Seconded by: _____
that the September 3, 2019 minutes were approved by the following vote:

YEAS:

NAYS: None

ABSTENTIONS: None

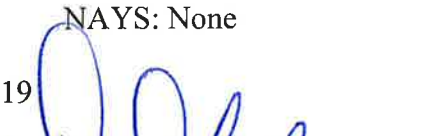
*Approved on September 10, 2019



Steven A. Davis
Commissioner

NAYS: None

19


Dave Levacy
Commissioner

Dave Levacy
Commissioner


Jeff Fix
Commissioner

Jeff Fix
Commissioner

Rahul Elsen

Rachel Elsea, Clerk