



CITY OF
Lethbridge

Minutes of the **Regular Meeting** of the City Council held on **Tuesday, December 02, 2025** in City Council Chamber at 12:30 PM.

PRESENT:

Mayor Blaine Hyggen
Deputy Mayor Jenn Schmidt-Rempel
Acting Mayor Belinda Crowson
Councillor Al Beeber
Councillor Mark Campbell
Councillor Rajko Dodic
Councillor Rufa Doria
Councillor Ryan Parker
Councillor Ryan Wolfe

ON LEAVE:

OTHERS:

Bonnie Hilford, City Clerk
Ryan Westerson, Legislative Services Manager
Lloyd Brierley, City Manager
Darrell Mathews, Chief Financial Officer and Treasurer
Carly Kleisinger, Director of Community Services
Joel Sanchez, Director of Infrastructure Services
Brian Loewen, Director of Legal Services
Nicole Mitton, Director of People and Partner Services
Robert Ulrich, Director Corporate Services
Adam Faust

1. ROLL CALL

2. CALL TO ORDER

Mayor Hyggen called the Meeting to order at 12:31 P.M.

2.1 Acknowledgement Statement

2.2 Recognitions

1. Councillor Beeber, re: Tim Hortons Smile Cookies, Giving Machine Launch at Park Place Mall
2. Acting Mayor Crowson, re: Heritage Ball/Winter Festival at Town of Coalhurst, Nikka Yuko Winter Lights Festival Grand Opening, Dr. Plaxton Grade 3 Municipal Government Session, Boards Commissions and Committees Interviews, BRZ Tree Lighting.
3. Councillor Doria, re: Green Acres Parties, Boards Commissions and Committees Interviews.
4. Councillor Parker, re: Ditto what colleagues said.
5. Councillor Dodic, re: Retirement party for Georgie from LSCO.
6. Councillor Campbell, re: Meals on Wheels 17th Anniversary - 23 Days of Christmas Program, Nikka Yuko Winter Lights.
7. Councillor Wolfe, re: November International Pow Wow, Lethbridge South Stake Assembly of Meal Kits.
8. Deputy Mayor Schmidt-Rempel, re: Council Orientation Sessions, Lethbridge Indigenous Court, 2025 Remembrance Day Ceremonies, Angel Tree Campaign.
9. Mayor Hyggen, re: MyCityCare - Shop of Wonders, Giving Machine, New West Theatre - Holiday Rock and Salvation Army Red Kettle Campaign.

3. ADOPTION OF AGENDA

Moved By Acting Mayor Crowson

BE IT RESOLVED THAT the Agenda of the Regular Meeting of City Council on December 02, 2025 be adopted as amended, to include the following:

- 14.2 - Labour Negotiations Update (Verbal) (ATIA Section 29).

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

4. CONSENT AGENDA

Moved By Deputy Mayor Schmidt-Rempel

BE IT RESOLVED THAT the minutes of the following Meetings of City Council be

approved, and the Mayor and City Clerk be authorized to sign the same:

- Organizational Meeting of City Council - 202-11-03; and
- City Council Meeting Minutes - 2025-11-03; and

FURTHER BE IT RESOLVED THAT City Council receive for information the Status of Directed Resolutions for December 02, 2025, with the following amendments:

- THAT Council defer the date of return for Bylaw 4890 – Galt Museum and Archives Bylaw to the February 26, 2026 Governance Standing Policy Committee meeting from Q4 2025; and
- THAT Council defer the date of return of the New Council Policy – Civic Arts Policy to a Q1 2026 Governance Standing Policy Committee meeting from 2025; and
- THAT Council defer the date of return of the New Council Policy – Cultural Heritage Policy to a Q1 2026 Governance Standing Policy Committee meeting from 2025; and

FURTHER BE IT RESOLVED THAT City Council approve the following Standing Policy Committee Report recommendations:

- **Recommendation of Economic and Finance Standing Policy Committee - 2025 Penalty Cancellation request - 4212004340001**

BE IT RESOLVED THAT City Council:

1. Approve the cancellation of the \$215.06 current-year penalty charged to Tax Roll Number 4212004340001, located at 434-12 Ave N., Lethbridge, Alberta, for the 2025 tax year;

- **Recommendation of Economic and Finance Standing Policy Committee - 2025 Property Tax Cancellation Request - 2052112780001**

BE IT RESOLVED THAT City Council:

1. Approve the tax cancellation request for a portion of the 2025 municipal property taxes for 1278 Pacific Cir W, roll number 2052112780001 in the amount of \$2,968.60 (Attachment 2) based on the residence being uninhabitable from April 12, 2025 to December 31, 2025, and in accordance with Section 347(1) of the Municipal Government Act, RSA 2000, Chapter M-26 (MGA) and Council Policy CC-69.

- **Recommendation of Economic and Finance Standing Policy Committee - Property Tax Cancellation Request - 2052112820001**

BE IT RESOLVED THAT City Council:

1. Approve the tax cancellation request for a portion of the 2025 municipal property taxes for 1282 Pacific Cir W, roll number 2052112820001 in the amount of \$2,330.01 (Attachment 2) based on the residence being uninhabitable from April 12, 2025 to December 31, 2025, and in accordance with Section 347(1) of the Municipal Government Act, RSA 2000, Chapter M-26 (MGA) and Council Policy CC-69.

• **Recommendation of Economic and Finance Standing Policy Committee - Station 5 - Gravel road to Metis Trail W (Great Bear Blvd)**

BE IT RESOLVED THAT City Council:

1. fund the construction of a gravel roadway along Great Bear Blvd W for Lethbridge Fire and Emergency Services access to Metis Trail W, with funding of up to \$315,000 coming from the Major Capital Projects Reserve (MCPR)

FURTHER BE IT RESOLVED THAT City Council provide first reading to the following bylaws:

- Bylaw 6506 – Land Use Bylaw Amendment re: 1905 10 Avenue South; and
- Bylaw 6507 – Amendment to Bylaw 5115 – The Specialist Offices Plan re: 1905 10 Avenue South; and
- Bylaw 6510 – 2026 Incentive to Prepayment, Penalties, and Tax Deferral Bylaw; and

FURTHER BE IT RESOLVED THAT City Council direct Administration to hold a Public Hearing on Tuesday, January 20, 2026 at 3:00 P.M. for the following bylaws:

- Bylaw 6506 – Land Use Bylaw Amendment re: 1905 10 Avenue South; and
- Bylaw 6507 – Amendment to Bylaw 5115 – The Specialist Offices Plan re: 1905 10 Avenue South

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

4.1 Organizational Meeting of City Council Minutes - 2025-11-03

4.2 City Council Meeting Minutes - 2025-11-03

4.3 Status of Directed Resolutions

4.4 Recommendation of Economic and Finance Standing Policy Committee - 2025 Penalty Cancellation request - 4212004340001

4.5 Recommendation of Economic and Finance Standing Policy Committee - 2025 Property Tax Cancellation Request - 2052112780001

4.6 Recommendation of Economic and Finance Standing Policy Committee - Property Tax Cancellation Request - 2052112820001

4.7 Recommendation of Economic and Finance Standing Policy Committee

- Station 5 - Gravel road to Metis Trail W (Great Bear Blvd)

4.8 Bylaw 6506 – Land Use Bylaw Amendment re: 1905 10 Avenue South

4.9 Bylaw 6507 – Amendment to Bylaw 5115 – The Specialist Offices Plan re: 1905 10 Avenue South

4.10 Bylaw 6510 – 2026 Incentive for Prepayments, Penalties, and Tax Deferral Bylaw

5. PRESENTATIONS

6. OFFICIAL BUSINESS

6.1 Ward System Review

Moved By Acting Mayor Crowson

WHEREAS during the 2021 Municipal Election Lethbridge residents were asked in a non-binding plebiscite:

‘Do you support using a Ward system to elect city councillors (other than the Mayor) starting with the 2025 municipal elections?’, and

WHEREAS 55.69% of voters voted in favour of the above questions; and

WHEREAS during the 2021-2025 Council term, Council considered establishing an Electoral Ward Boundary Commission to evaluate a ward system, including associated costs, number of wards, number of councillors, and other relevant factors; but the proposal did not receive majority support and was not pursued; and

WHEREAS during the 2021-2025 Council term there was a “made in Lethbridge” proposal in the form of a “precinct model” that was not adopted; and

WHEREAS during the 2025 Municipal Election some residents expressed a continued desire for a ward system and promoted the need for a review and/or implementation of a ward system:

NOW, THEREFORE BE IT RESOLVED THAT City Council refer the discussion regarding the implementation of a ward system to the Governance Standing Policy Committee (SPC) to:

1. Gather and review feedback and concerns raised during the 2025 Municipal Election related to a ward system; and
2. Provide recommendations to City Council on whether to proceed with a formal review of a ward system; and
3. If proceeding is recommended, outline a proposed process to Council to determine proposed costs of a review and next steps for conducting the review.

In Favor (3): Acting Mayor Crowson, Deputy Mayor Schmidt-Rempel, and Councillor Beeber

Opposed (6): Mayor Hyggen, Councillor Campbell, Councillor Dodic, Councillor Parker, Councillor Doria, and Councillor Wolfe

DEFEATED (3 to 6)

6.2 Review of All Fees and Charges

Moved By Acting Mayor Crowson

WHEREAS the City of Lethbridge imposes various fees and charges for municipal services and activities, and

WHEREAS a comprehensive review of these fees has not been conducted recently, and

WHEREAS excessive or outdated fees may burden residents and businesses, and gaps or undercharging may exist; and

WHEREAS Lethbridge City Council requires up-to-date and easily accessible information on all fees and charges in order to make future budget and service level decisions;

NOW, THEREFORE BE IT RESOLVED THAT the City Manager be directed to conduct a comprehensive review of all user fees, charges and rate structures levied by the City of Lethbridge, including but not limited to permits, licenses, and service charges, and

FURTHER BE IT RESOLVED THAT Administration provide a report to Economic & Finance SPC by Q2 2027 detailing a rationale for each fee, benchmarking against comparable municipalities, and recommendations for adjustment or elimination where appropriate to be considered as part of the 2028-2031 Operating Budget deliberations, **as well as a timeline for this to occur in the future**, and

FURTHER BE IT RESOLVED THAT a listing of user fees, charges and rate structures are summarized and published in one convenient location or document; and

FURTHER BE IT RESOLVED THAT any funding required to complete the user fee and rate structure review be funded from the current approved Operating Budget.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-

Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

6.3 City of Lethbridge Employee Staffing Statistics

Moved By Councillor Parker

BE IT RESOLVED THAT City Council direct Administration to provide, no later than December 16, 2025, the number of employees working for the City of Lethbridge, for two reference points in time to allow for comparison, November 1, 2024, and November 1, 2025, categorized by the following criteria:

- Employment Type:
 - a. Permanent Full-time employees
 - b. Non-permanent Employees, to include seasonal, casual and term employees
- Departmental Breakdown:
 - a. number of employees in each department, classified by the employment types listed above; and

FURTHER BE IT RESOLVED THAT City Council direct Administration to provide reporting on the benchmark information above, semi-annually, until the end of this Council term, to support ongoing monitoring of workforce composition and departmental staffing levels over time, and that the reporting period as well as any relevant definitions or classifications used to distinguish between full-time, part-time, and term positions, are included.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

6.4 Social Advocacy

Moved By Mayor Hyggen

WHEREAS creating a safe and viable community continues to be a priority for Lethbridge City Council; and

WHEREAS a compassionate approach to our homeless and vulnerable populations also continues to be a priority; and

WHEREAS Lethbridge City Council has committed unprecedented funding of \$760,000 annually to execute outreach and encampment programs that have seen great success in the last two years and have been emulated by municipalities across the country; and

WHEREAS since the launch of the Encampment Strategy more than 2,200 encampment-related sites have been responded to and outreach services have supported over 20 individuals exiting homelessness; and

WHEREAS Lethbridge has increasing numbers of high-risk youth who face complex challenges including justice involvement, mental health issues, substance use, and family breakdown—factors that often lead to addictions, homelessness, and long-term vulnerability if left unaddressed; and

WHEREAS the Building Safer Communities Fund, a federal initiative launched in 2022, provided funding to the City of Lethbridge alongside Lethbridge Police Service to develop and implement targeted prevention and intervention strategies for high-risk youth will not be renewed and will end in March 2026 creating a noticeable gap in services for at-risk youth; and

WHEREAS a mobile Overdose Prevention Site has been operating “temporarily” on the street in front of the Lethbridge Wellness Shelter and Stabilization Unit since August 2020. The initial intent of this mobile unit was to temporarily help with the transition from the closure of the permanent supervised consumption site while other wrap-around facilities and supports were implemented in Lethbridge; and

WHEREAS the Blood Tribe Department of Health as the operator of the Lethbridge Wellness Shelter and Stabilization Unit, through the Overdose Prevention Site funding, is supporting the vulnerable population in the shelter area through response to overdoses and outreach to assist with navigating to recovery oriented services; and

WHEREAS the Province of Alberta and the City of Lethbridge have since realized the investment of these supports including but not limited to recovery centres, permanent supportive housing and a shelter and stabilization expansion; and

WHEREAS the Government of Alberta has articulated a clear mandate to transition from harm reduction to a recovery-oriented system of care, while ensuring vulnerable populations continue to receive support; and

WHEREAS recent Alberta Health Services data indicates a downward trend in overdose fatalities in Lethbridge, with zero overdose deaths reported in July 2025, suggesting that integrated recovery and outreach efforts are having a positive impact:

NOW, THEREFORE BE IT RESOLVED THAT Mayor Hyggen, on behalf of Lethbridge City Council, write a letter to the Alberta Government requesting the conclusion of the temporary mobile overdose prevention unit in Lethbridge as part of the planned transition to recovery-focused services, consistent with the

Government of Alberta's recovery-oriented system of care; and

FURTHER BE IT RESOLVED THAT the ongoing funding for those services be reallocated to the City of Lethbridge for:

1. The continuation of the Building Safer Communities Program for youth prevention services and programs for health, wellness and recovery that will ensure that prevention is top of mind and that our most vulnerable youth do not become part of the homeless population in the future.
2. **The continuation and enhancement of funding as needed for overdose prevention and response, outreach and navigation for recovery-oriented programming that is provided by the Lethbridge Wellness Shelter and Stabilization Unit.**
3. Additional support for the City of Lethbridge's programs to further connect vulnerable populations with the services they need for safety and wellbeing.

In Favor (7): Mayor Hyggen, Councillor Campbell, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Doria, and Councillor Wolfe

Opposed (2): Acting Mayor Crowson, and Councillor Beeber

CARRIED (7 to 2)

7. BYLAWS

7.1 Bylaw 6502 - Amendment to Bylaw 6364 - Electric Distribution Tariff

Moved By Councillor Dodic

BE IT RESOLVED THAT Bylaw 6502 - Amendment to Bylaw 6364 - Electric Distribution Tariff, be given Second reading.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

Moved By Councillor Dodic

BE IT RESOLVED THAT Bylaw 6502 - Amendment to Bylaw 6364 - Electric Distribution Tariff, be given Third reading, and the Mayor and City Clerk be

authorized to sign and seal the same.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

7.2 Bylaw 6503 - Amendment to Bylaw 6146 - Waste Bylaw

Moved By Councillor Campbell

BE IT RESOLVED THAT Bylaw 6503 - Amendment to Bylaw 6146 - Waste Bylaw, be given Second reading.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

Moved By Councillor Campbell

BE IT RESOLVED THAT Bylaw 6503 - Amendment to Bylaw 6146 - Waste Bylaw, be given Third reading, and the Mayor and City Clerk be authorized to sign and seal the same.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

7.3 Bylaw 6504 - Amendment to Bylaw 3250 - Sewerage Service Charge Bylaw

Moved By Councillor Parker

BE IT RESOLVED THAT Bylaw 6504 - Amendment to Bylaw 3250 - Sewerage

Service Charge Bylaw, be given Second reading.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

Moved By Councillor Parker

BE IT RESOLVED THAT Bylaw 6504 - Amendment to Bylaw 3250 - Sewerage Service Charge Bylaw, be given Third reading, and the Mayor and City Clerk be authorized to sign and seal the same.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

7.4 Bylaw 6505 - Amendment to Bylaw 3999 - Water Service Bylaw

Moved By Councillor Beeber

BE IT RESOLVED THAT Bylaw 6505 - Amendment to Bylaw 3999 - Waster Service Bylaw, be given Second reading.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

Moved By Councillor Beeber

BE IT RESOLVED THAT Bylaw 6505 - Amendment to Bylaw 3999 - Waater Service Bylaw, be given Third reading, and the Mayor and City Clerk be authorized to sign and seal the same.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

8. COMMITTEE SUBMISSIONS

9. ADMINISTRATION PRESENTATIONS

10. ADMINISTRATION SUBMISSIONS

11. ADMINISTRATIVE INQUIRIES AND RESPONSES

11.1 8-Way Flashers on School Buses

To be responded to at December 16, 2025 Meeting

11.2 Improving parking and accessibility for those with disabilities who wish to attend Farmers Market at the Lethbridge Trade & Convention Centre

To be responded to at December 16, 2025 Meeting

12. CITY COUNCIL UPDATES

12.1 2025 Alberta Municipalities Report

12.2 Partners in Policing Forum, 2025 Alberta Municipalities Conference, Election of Councillor Schmidt-Rempel to AB Munis Board of Directors, November Lethbridge Police Commission Meeting, Lethbridge Chamber Event - What Not for Canada.

12.3 Lethbridge Police Commission November Meeting, Continuing Downtown Policing and Crime

13. PUBLIC HEARING - 3:00 P.M.

14. CONFIDENTIAL REPORTS

Moved By Councillor Campbell

BE IT RESOLVED THAT we do now enter a Closed Meeting at 3:22 P.M. to discuss confidential matters with respect to 14.1 and 14.2 as per 19 (Harmful to Business

Interests of a Third Party), and 29 (Advice from Officials) of the *Access to Information Act*.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

Moved By Councillor Campbell

BE IT RESOLVED THAT we do now adjourn the Closed Meeting at 5:13 P.M.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

14.1 Land Development Matter (ATIA Sections 19 & 29)

(City Manager, City Clerk, Legislative Services Manager, Chief Financial Officer and Treasurer, Director of Community Services, Director of Infrastructure Services, Director of Corporate Services, Director of People and Partner Services, A/Director of Legal Services, Interim Land Development Manager, General Manager - Capital Planning & Engineering)

Moved By Councillor Dodic

BE IT RESOLVED THAT City Council direct Administration to proceed with the revised confidential direction #1 provided in Closed Session; and FURTHER BE IT RESOLVED THAT City Council direct that the closed meeting documents, presentations and discussions with respect to the Land Development Matter remain confidential as per Sections 19 (Harmful to Business Interests of a Third Party), and 29 (Advice from Officials) of the *Access to Information Act*.

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

14.2 Labour Negotiations Update (Verbal) (ATIA Section 29)

(City Manager, City Clerk, Legislative Services Manager, Chief Financial Officer and Treasurer, Director of Community Services, Director of Infrastructure Services, Director of Corporate Services, Director of People and Partner Services, A/Director of Legal Services, Solicitor, Financial Planning & Budget Manager)

A confidential presentation was received in Closed Session and retained for the Confidential Corporate Record.

Moved By Mayor Hyggen

BE IT RESOLVED THAT City Council, at the recommendation of the City Manager, adopt the Memorandum of Settlement dated November 21, 2025, thus ratifying the Renewal of Collective Agreement between the International Association of Fire Fighters Local 237 and the City of Lethbridge, with the following terms:

Term: 5 years, January 1, 2021 to December 31, 2025. With the following increases:

1st Class Firefighter (100% index):

- 2021 – 2.75% - \$108,749
- 2022 – 3.25% - \$112,283
- 2023 – 3.00% - \$115,651
- 2024 – 3.75% - \$119,988
- 2025 – 3.50% - \$124,188

FURTHER BE IT RESOLVED THAT the Mayor and City Clerk be authorized to sign the Agreement; and

FURTHER BE IT RESOLVED THAT City Council direct that the closed meeting presentations and discussions with respect to the Labour Negotiations Update (Verbal) remain confidential pursuant to Section 29 (Advice from Officials) of the *Access to Information Act* (ATIA).

In Favor (9): Mayor Hyggen, Councillor Campbell, Acting Mayor Crowson, Councillor Dodic, Councillor Parker, Deputy Mayor Schmidt-Rempel, Councillor Beeber, Councillor Doria, and Councillor Wolfe

CARRIED (9 to 0)

15. CITY COUNCIL NOTICES OF MOTION

16. ADJOURNMENT

Mayor Hyggen declared the meeting adjourned at 5:22 P.M.

Mayor

City Clerk