History of the Four Square Mile Sub-Area Plan

- Area zoned in 1961
- Major issues identified in 1985 Comprehensive Plan included drainage and lack of recreation opportunities
- By early 2004, residents voiced concern about how new developments were changing the area’s character
- Sub-area planning process started in June 2004, lasted eight months
- Board of County Commissioners approved a six-month moratorium on rezoning application in July 2004
- Residents and staff collaborated on approach. Area was divided into six sub-areas for focused meetings.
- Five open house meetings and two intensive workshops were held. Final workshop was in December 2004.
- Draft sub-area plan presented for public review in January 2005. February 1, 2005 BOCC study session.
- February 15, 2005, Planning Commission public hearing for plan adoption and the plan was adopted
- Amendments to plan made on November 15, 2016, March 7, 2017, and November 2, 2021
Four Square Mile Sub-Area Plan (2005)

Land use categories in the Four Square Mile Sub-Area Plan:
- Single-Family 1 (SF 1) – max. 1 du/ac
- Single-Family 1-2 (SF 1-2) – max. 2 du/ac
- Single-Family 1-3 (SF 1-3) – max. 3 du/ac
- Single-Family 1-6 (SF 1-6) – max. 6 du/ac
- Single-Family 1-12 (SF 1-12) – max. 12 du/ac (attached and detached)
- Multi-family (M.F.) – 13 to 25 du/ac
- Mixed Use
- Employment
- Community
- Open Space
- Private Open Space (golf course)
Four Square Mile Area Population

Rate of Growth:

<table>
<thead>
<tr>
<th>Year Span</th>
<th>Absolute Growth</th>
<th>% Growth</th>
<th>% Growth/Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1990-2000</td>
<td>4,461</td>
<td>43%</td>
<td>4.7%</td>
</tr>
<tr>
<td>2000-2010</td>
<td>5,730</td>
<td>41%</td>
<td>4.1%</td>
</tr>
<tr>
<td>2010-2020</td>
<td>3,088</td>
<td>16%</td>
<td>1.6%</td>
</tr>
</tbody>
</table>

Estimated 2004 population: 14,880

Four Square Mile is now a Census Designated Place, more demographic data is available.

Census Designated Place (CDP) is a designation defined each decennial census of an unincorporated population as a statistical counterpart to an incorporated place, and is locally identified by a name (e.g., Highlands Ranch).

Source: Decennial Census
Note: Pre-2020 numbers are derived from several full and partial Census Blocks.
Four Square Mile Area Population Density

- Four Square Mile area is 2.71 square miles
- Population density in 2020 was 8,440 people per square mile
- Population density in 2004 was 5,491 people per square mile
- Increase in population density between 2004 and 2020 was 2,949 people per square mile (or 54%)
Population Density in Denver

- Denver’s **Near Southeast Area Plan** is currently underway. Five neighborhoods together have an **overall population density of 7,383 people/square mile**.
- Indian Creek and Washington Virginia Vale neighborhoods have population densities similar to Four Square Mile

![Population Density Chart](chart.png)

Source: Near Southeast Area Plan Existing Conditions Briefing Book
Population Density in Aurora

- Area formerly in Arapahoe County and annexed by Aurora between 1973 and 1984
- Area:
  - 0.71 square miles
  - 7,777 population
  - **Population density of 10,953 people/square mile**
- Demographics:
  - Median Age: 33.6
  - Average Household Size: 2.0
  - Median Household Income: $54,363
  - Education: 46% Bachelor’s degree or higher

*Source: ArcGIS Community Analyst, 2021 estimate*
### Total Duplex, Townhome, Apartment and Condo Units Constructed Since 1972

**Number of Duplex, Townhome, Apartment and Condo Units:**

<table>
<thead>
<tr>
<th>Decade</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>1970s</td>
<td>2,216</td>
</tr>
<tr>
<td>1980s</td>
<td>2,721</td>
</tr>
<tr>
<td>1990s</td>
<td>2,188</td>
</tr>
<tr>
<td>2000s</td>
<td>1,130</td>
</tr>
<tr>
<td>2010s</td>
<td>655</td>
</tr>
<tr>
<td>2020s (to date)</td>
<td>242</td>
</tr>
</tbody>
</table>

**Total of 9,152 units constructed:**

- Duplex: 174 (2%)
- Townhomes: 267 (3%)
- Apartments: 6,592 (72%)
- Condos: 2,119 (23%)

---

**Total Multifamily Units Constructed 1972 to Current**

- 1972: 1,126
- 1973: 509
- 1974: 1,388
- 1975: 1,065
- 1985: 352
- 1990: 328
- 1995: 120
- 2000: 90
Total Duplex, Townhome, Apartment and Condo Units Constructed Since 2005:

- Duplex: 118 (3.1%)
- Townhomes: 127 (3.3%)
- Apartments: 3,116 (82.2%)
- Condos: 432 (11.4%)

For a total of 3,793 units

Increase in Housing Units per acre since 2005:

- Four Square Mile area: 1,737.768 acres
- Addition of 2.2 du/ac
### Church Sites in Four Square Mile Area

<table>
<thead>
<tr>
<th>Church</th>
<th>Owner</th>
<th>Location</th>
<th>Year Built</th>
<th>Parcel Size (ac.)</th>
<th>Four Square Mile Sub-Area Plan Category</th>
<th>Zoning</th>
<th>Pre-Submittal Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Former Galilee Baptist</td>
<td>GBC Acquisition LLC</td>
<td>1973-21-2-03-015</td>
<td>(vacant)</td>
<td>3.23</td>
<td>Single-Family 1-3</td>
<td>R-1-A</td>
<td>Active</td>
</tr>
<tr>
<td>Colorado Muslim Society</td>
<td>Colorado Muslim Society</td>
<td>2071 S. Parker Road</td>
<td>1998</td>
<td>3.77</td>
<td>Single-Family 1-6</td>
<td>R-2</td>
<td>n/a</td>
</tr>
<tr>
<td>Young Nak Presbyterian Church Of Denver</td>
<td>Young Nak Presbyterian Church Of Denver</td>
<td>1671 S. Parker Road</td>
<td>1953</td>
<td>2.29</td>
<td>Single-Family 1-2</td>
<td>R-3</td>
<td>n/a</td>
</tr>
<tr>
<td>Roeh Israel</td>
<td>Congregation Roeh Israel</td>
<td>8556 E. Warren Ave.</td>
<td>1984</td>
<td>1.024</td>
<td>Mixed Use</td>
<td>MU</td>
<td>n/a</td>
</tr>
<tr>
<td>Cross of Glory Lutheran Church</td>
<td>Cross of Glory Lutheran Church</td>
<td>1991 S. Oneida St.</td>
<td>1966</td>
<td>1.569</td>
<td>Single-Family 1-6</td>
<td>R-2</td>
<td>n/a</td>
</tr>
<tr>
<td>Korean Baptist Church of Denver</td>
<td>Korean Baptist Church of Denver</td>
<td>1951 S. Oneida St.</td>
<td>1965</td>
<td>0.987 (two lots - 0.493 and 0.494)</td>
<td>Single-Family 1-6</td>
<td>R-2</td>
<td>n/a</td>
</tr>
</tbody>
</table>
Open Spaces in the Four Square Mile Area

• **Four Square Mile Neighborhood Recreation Needs and Opportunity Assessment** completed in 2015

• Overall, Four Square Mile area had adequate open space for residents with motor vehicles

• Northwest and southwest sections have less access to parks, less park acreage

• County’s goal is to provide parks and open space with ¼ mile or 10-minute walk/bike distance from residence

• Almost all of the 16 actions from the Assessment have been implemented

• County is pursuing land acquisition for parks in the area

• Existing parks: Welch, Longs Pine Grove Park (Completed 2021)

• Under Construction: Tsistsistas-Hinono‘ei/Cheyenne-Arapahoe (enlarged)

• Future Planned: Acadia (Potter’s House Development)
Subdivisions

Subdivisions 1888 to 1940

- Subdivisions 1888 to 1940 #s 1 - 5
- Four Square Mile Boundary
Subdivisions 1888 to 2021
(the 2010s to today)

- Subdivisions 2010 to 2021 #s 246 - 280
- Subdivisions 2000 to 2010 #s 200 - 245
- Subdivisions 1990 to 2000 #s 125 - 199
- Subdivisions 1980 to 1990 #s 51 - 124
- Subdivisions 1970 to 1980 #s 35 - 50
- Subdivisions 1960 to 1970 #s 19 - 34
- Subdivisions 1950 to 1960 #s 14 - 18
- Subdivisions 1940 to 1950 #s 6 - 13
- Subdivisions 1888 to 1940 #s 1 - 5

Four Square Mile Boundary
Arapahoe County’s growth

- County’s population grew by 18% between 2000-2010
- Growth slowed to 14% between 2010-2020
- State Demographer forecasts that the County’s rate of growth will continue to slow to about 11% growth this decade, and rate of growth will continue to slow down in future decades (due to low birth rate, higher death rate (Boomers aging), slowing migration)
- Between 1990-2020 (30 years), Arapahoe County’s population increased 67%
- Forecast for next 30 years is that population tapers off with increase of about 26%
Demographics in the Four Square Mile Area

Two data sources for the Four Square Mile Census Designated Place (CDP) from Census Bureau:

- **2020 Census:**
  - Counts and includes population, race, ethnicity
- **American Community Survey (ACS)**
  - Started in 2005. Provides important data between the Decennial Census. 1-year and 5-year ACS estimates
  - Estimates based on ongoing surveys of about 2 percent of the national population
  - Includes ancestry, education, income, language, housing, and more
  - The **2016-2020 5-year ACS data** was released on March 17. First time for specific data for the Four Square Mile CDP.
Demographics – Four Square Mile

Age

- Median age in Four Square Mile area is 5 years younger than the County’s:
  - 31.6 years in Four Square Mile
  - 36.8 years in County

- The Four Square Mile area has a young population. 71% of the population is under 45 years of age compared to 62% for the County

- Four Square Mile also has a smaller proportion of the population 65+ than the County, with 7.5% in the 65+ category compared to 13.1% for the County

- The proportion of school-aged children (under 18) is similar for Four Square Mile area and the County, at 23% and 24% respectively

Source: 2020 ACS 5-Year Estimates
Education

- Almost 1/3 of the adults in the Four Square Mile area had a Bachelors degree.
- Percentage of Four Square Mile residents with a Bachelor's degree or higher was 48%, higher than the County's number of 43%.
- The percentage of adults with an advanced degree was essentially the same for the Four Square Mile area and the County.

Source: 2020 ACS 5-Year Estimates
**Demographics – Four Square Mile**

**Income**

**Median Household Income** for the Four Square Mile area in 2019 was $18,000 less than the County as a whole:

- Four Square Mile: $61,994
- Arapahoe County: $80,291

The chart at right illustrates the proportion of the Four Square Mile households in each income bracket.

**Poverty**

Share of all people in the Four Square Mile area in poverty was 8.2%, slightly higher than 7.8% for the County.
Demographics – Four Square Mile

Race

• Four Square Mile area is a diverse community, with an almost equal number of people identifying as White (49%) and 51% identifying as some other racial group.

• Arapahoe County is becoming more diverse:
  • In 2010, the County was 73% White and 27% some other race
  • In 2020, the population was 60% White and 40% some other race.

Source: 2020 Census
Demographics – Four Square Mile

Ethnicity

- Refers to ethnic or cultural origins. Individuals who identify as Hispanic or Latino also identify with a racial category.
- 20% of residents in the Four Square Mile area self-identified as Hispanic or Latino in 2020.
- Arapahoe County in 2020 was similar, with 21% of the population identifying as Hispanic or Latino.

Source: 2020 Census
**Place of Birth for Foreign Born**

- 29% of residents in the Four Square Mile area were born in a country other than the U.S., which is greater than the County where 15% of the residents were born in another country.

- The highest share of foreign-born residents in the Four Square Mile area are those born in Africa (45%). For the County, the highest share of foreign-born residents was Latin America (38%), followed closely by Asia (33%).

*Source: 2020 5-Year ACS*
Demographics – Four Square Mile

Language Spoken at Home

- English is the primary language spoken by 64% of the residents
- 9% of the population speaks an Indo-European language at home
- 8% of the population speaks Spanish
- 16% of the population speaks another language

Source: 2020 5-Year ACS
Household Characteristics

- Average Household Size in Four Square Mile is smaller than in the County:
  - **2.37 in Four Square Mile**
  - **2.66 in Arapahoe County**
- 34% of all households in Four Square Mile are single-person households, much higher than the County (27%)
- Reflecting the younger population in the Four Square Mile area, 22% of the households have one or more people 60 years or older, which is much lower than the County (35%)
- Households with children under 18 years is similar to the County (30% for Four Square Mile)

<table>
<thead>
<tr>
<th>Household Characteristics</th>
<th>Four Square Mile area</th>
<th>Arapahoe County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Households</td>
<td>9,225</td>
<td>241,889</td>
</tr>
<tr>
<td>Family/Non-family Households</td>
<td>66%</td>
<td>73%</td>
</tr>
<tr>
<td>Householder living alone</td>
<td>34%</td>
<td>27%</td>
</tr>
<tr>
<td>Households with one or more people 60+</td>
<td>22%</td>
<td>35%</td>
</tr>
<tr>
<td>Households with children under 18 years</td>
<td>30%</td>
<td>33%</td>
</tr>
</tbody>
</table>

Source: 2020 5-Year ACS
Demographics – Four Square Mile

Households and Tenure

- In Four Square Mile area, 73% of the housing units are renter-occupied compared to about 36% in the County
- About 27% of housing units in Four Square Mile area are owner-occupied compared to 64% in the County
- No significant change from previous years

Source: 2020 5-Year ACS
QUESTIONS?
Colorado Paid Family and Medical Leave Act (FAMLI)

Board of Directors Meeting
October 17, 2022
Agenda

1. What is FAML?
2. Employer Responsibilities
3. Sample Premiums
4. Pros and Cons of Opting Out
5. Steps to Opt Out
What is FAMILI?

- Voter approved initiative – passed in 2020
- FAMILI (Family and Medical Leave Insurance Program) ensures all Colorado workers have access to paid leave to take care of themselves or their family during life circumstances that pull them away from their jobs — like growing their family or taking care oneself or a loved one with a serious health condition.
- Provides eligible employees with up to twelve weeks of leave in a 12-month period. Additional 4 weeks if pregnancy complications.
- FAMILI will start providing benefits to employees beginning January 1, 2024.
- Payroll contributions are due starting January 1, 2023.
How does FAMLI work?

- State social insurance program managed similar to unemployment.
- Premium collection begins on January 1, 2023
  - Premium is 0.9% of employee wages (.45% for employer and .45% for employee)
    - Employee’s premium deducted through payroll deduction
      - Example – Firefighter I = $434.02 annual premium
  - Employer premium based on all employees who worked at least 20 weeks during prior calendar year
    - 718 employees
    - Projected annual premium $359,895.44
- Future premiums formula driven with statutory cap of 1.2% for 2025.
- Employee applies for benefits when needed.
- Benefit equal to average weekly wage of employee for prior 4 quarters/Maximum weekly benefit = $1,100.
### Firefighter I Example
Annual Salary: $96,445

#### Premiums

<table>
<thead>
<tr>
<th>Employee Costs</th>
<th>Employer Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly Employee Contribution</td>
<td>Weekly Employer Contribution</td>
</tr>
<tr>
<td>$8.32</td>
<td>$8.32</td>
</tr>
<tr>
<td>Total Annual Employee Contribution</td>
<td>Total Annual Employer Contribution</td>
</tr>
<tr>
<td>$432.64</td>
<td>$432.64</td>
</tr>
</tbody>
</table>

#### Benefits

Based on the information you entered, here is the amount you would receive if you take leave.

Weekly Pay
$1100.00

---

### Battalion Chief Example
Annual Salary: $170,953

#### Premiums

<table>
<thead>
<tr>
<th>Employee Costs</th>
<th>Employer Costs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weekly Employee Contribution</td>
<td>Weekly Employer Contribution</td>
</tr>
<tr>
<td>$13.99</td>
<td>$13.99</td>
</tr>
<tr>
<td>Total Annual Employee Contribution</td>
<td>Total Annual Employer Contribution</td>
</tr>
<tr>
<td>$727.48</td>
<td>$727.48</td>
</tr>
</tbody>
</table>

#### Benefits

Based on the information you entered, here is the amount you would receive if you take leave.

Weekly Pay
$1100.00
SMFR Options

Three options for local governments:

1) Participate in FAMLII (just like all private employers).
2) Decline ALL participation.
3) Decline employer participation.

*Local governments are not required to have an equivalent leave plan in place to opt out. Private employers must.

Staff recommends opting out.

Benefits provided exceed benefits available to employees in most cases.
## Pros and Cons of Opting Out

<table>
<thead>
<tr>
<th>Pros</th>
<th>Cons</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financial savings</strong> to SMFR for avoiding premiums. These funds can be used for other employee programs that benefit ALL employees. Approximate 2023 savings = $359,895.44.</td>
<td>If SMFR opts out, an employee who opts in would not get the job protection included with FAMLI, though FMLA job protection would still apply.</td>
</tr>
<tr>
<td><strong>Employees can opt into</strong> the program even if SMFR opts out.</td>
<td>Newer employees not yet eligible for FMLA would receive job protection available with FAMLI.</td>
</tr>
<tr>
<td><strong>Employee costs</strong> would be the same for those who opt in, whether or not SMFR participates.</td>
<td>Employees don’t always make the best choices for themselves, so compulsory participation may help some who would not otherwise elect to participate.</td>
</tr>
<tr>
<td><strong>Benefits</strong> would be the same for employees who opt in, even if SMFR opts out and pays nothing.</td>
<td>The definition of “family member” is fairly broad and could lead to fraud or abuse of the program.</td>
</tr>
</tbody>
</table>

If SMFR doesn’t exercise its right to **opt out**, **all employees who earn at least $2,500 have to participate**, even those who are already eligible for other paid leave.
Why Opt Out

SMFR provided benefits exceed those of FAMLi benefit:

1) FMLA job protection for eligible employees (employed for 12 months)
2) Paid sick vacation leave – provided on January 1 to be used throughout the year
3) Paid vacation leave – provided on January 1 to be used throughout the year
4) Paid holidays
5) Sick leave donations
6) Paid parental/maternity leave
7) Disability policy allowing 365 days off work – extended job protection
8) Long-term disability insurance / FPPA Statewide Death and Disability
9) Short-term disability insurance

Per FAMLi: Benefit payment cannot equal more than 100% of employee’s wages, so offsets would be required creating administrative burden for District.
Support for Opting Out

- Local 2086 supports opting out.

- Survey of local fire departments showed 11 out of 12 departments are opting out.
How to Opt Out

- Vote from Board of Directors
- Notify all employees of when vote will occur
- Notify all employees after vote
- Post notice
- Notify State
Questions?
Board of Director Election
May 2, 2023

October 17, 2022
Special Board Meeting
Director Districts
Direction

Mail-Ballot
or
Polling Place

District
or
At-Large Voting
## Election Cost History

<table>
<thead>
<tr>
<th>Year</th>
<th>Type</th>
<th>Ballots</th>
<th>Voters</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>Polling Place</td>
<td>8,024</td>
<td>102</td>
<td>$153,944</td>
</tr>
<tr>
<td>2020</td>
<td>Mail Ballot</td>
<td>380,000</td>
<td>37,596</td>
<td>$399,394</td>
</tr>
<tr>
<td>2022</td>
<td>Mail Ballot</td>
<td>195,000</td>
<td>18,466</td>
<td>$357,436</td>
</tr>
</tbody>
</table>

2022: Director District Voting
• Term: 4 years
• Lead time
  • Paper
  • Counting machine
  • Judges
• 3rd party assistance
• County assistance
  • Rule 20
  • Ballot boxes

$450,000 - $500,000
## Timeline (Mail Ballot)

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/5/2022</td>
<td>Election Resolution</td>
</tr>
<tr>
<td>1/1/2023</td>
<td>Self-nominations accepted</td>
</tr>
<tr>
<td>1/22/2023</td>
<td>Call for nominations</td>
</tr>
<tr>
<td>2/24/2023</td>
<td>Self-nominations due</td>
</tr>
<tr>
<td>2/28/2023</td>
<td>Cancel election</td>
</tr>
<tr>
<td>3/1-17/2023</td>
<td>Candidate orientation</td>
</tr>
<tr>
<td>4/10/2023</td>
<td>Mail ballots</td>
</tr>
<tr>
<td>5/2/2023</td>
<td>ELECTION DAY</td>
</tr>
</tbody>
</table>