



CITY OF BLACK DIAMOND
June 9, 2026, Regular Work Session
Council Chambers, 25510 Lawson Street, Black Diamond, WA 98010

THIS IS OFFERED AS A HYBRID MEETING AND MAY BE ATTENDED IN PERSON AT THE ABOVE NOTED ADDRESS OR BY JOINING VIRTUAL/TELEPHONICALLY. CALL IN AND JOINING INFORMATION FOLLOWS:

Zoom link to join meeting:

<https://zoom.us/j/4454477047?pwd=eGxRY3ZEeU14SVM2cGRBcUxCSjdmZz09>

(Note: You do not need a web cam to join the meeting, but you will need audio to hear the proceedings.)

Meeting ID: 445 447 7047

Password: Council

Telephone dial in options:

+1 253 215 8782 US (Tacoma)

+1 206 337 9723 US (Seattle)

Meeting ID: 445 447 7047

Password:426953 (phone in only)

6:00 P.M. – CALL TO ORDER, FLAG SALUTE, ROLL CALL

1) Strategic Plan

ADJOURNMENT

Strategic Plan Outline

City of Black Diamond | WORKING DRAFT | June 3, 2026

Instructions for City Council

This document is a working draft outline of Black Diamond's Strategic Plan. It is intended to support discussion at the June 9 Council Workshop and help the City identify shared priorities for Black Diamond's future.

This document includes:

- **Introduction** (page 2-3) – Background, purpose, and Guiding Principles for the Strategic Plan.
- **A Long-term View** (pages 4-5) – Draft ideas about where the City is headed over the next 10–20 years. “Our current commitments” articulates the strategies that will be included in the strategic plan. **This section is the primary focus of the June 9 discussion.**
- **Current Commitments and Implementation Ideas** (pages 6-7) – Early examples of Initiatives, Strategies, and Implementation Steps that could support Council's current priorities. These items align with the “Our current commitments” column that starts on page 4.

This document is intentionally structured as an outline rather than a polished final plan. The goal at this stage is to provide enough detail to support discussion about priorities, direction, and long-term outcomes – not to finalize wording or implementation details. Council feedback will help shape a full draft of the Strategic Plan.

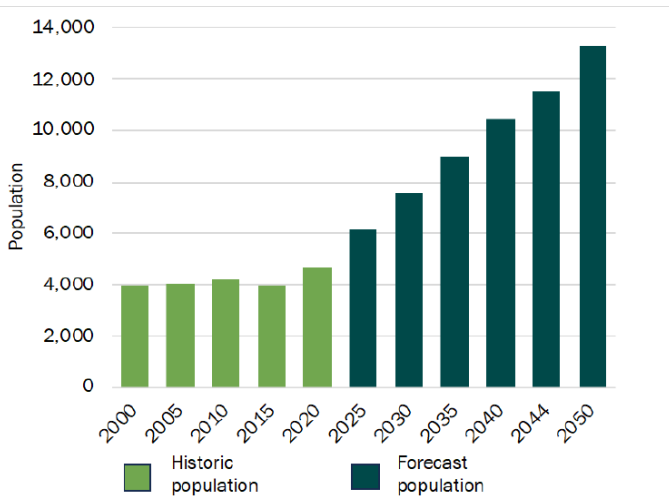
Next Steps in the Planning Process

- June 22: Staff workshop to further develop implementation strategies and organizational priorities.
- July 1–15: Public review period with draft materials posted on the City website for community feedback.
- Additional revisions and refinement of the Strategic Plan based on Council, staff, and public input, with adoption planned for September 15.

Introduction

Planning for Black Diamond's Next Chapter

Black Diamond is entering a period of significant transition. Continued population growth brings new opportunities to strengthen community amenities, support local businesses, improve infrastructure, and invest in the City's long-term sustainability. At the same time, growth creates pressure on City services, facilities, staffing, and systems.



Source: City of Black Diamond Comprehensive Plan, 2024-2044

This Strategic Plan is intended to help the City proactively guide that growth while maintaining the qualities that make Black Diamond unique. Building on the Comprehensive Plan vision, the Strategic Plan identifies near- and medium-term priorities that will help the City strengthen operations and shape a connected future for residents across all parts of the community.

Guiding Principles for this Plan

- **One Black Diamond.** As the community grows, the City has an opportunity to strengthen connections across neighborhoods, generations, and areas of town. This includes fostering a shared community identity and improving physical and social connectivity.
- **Leading During a Period of Change.** Periods of growth and transition require leadership, long-term thinking, and willingness to take the first step. The City has an important role in setting a vision, building partnerships, communicating with residents, and proactively preparing for the future rather than reacting to change over time.

Vision for Black Diamond's Future

In the year 2044, Black Diamond will be a beautiful, active, friendly community based on a rich historic heritage and exceptional natural setting, with a small-town atmosphere. Forested areas and open space remain, while development maintains a healthy balance of moderate growth and economic viability.

The economic base will be a mix of retail, industrial/business park, office, and tourism industries. Residential development will be a mix of types, sizes, and densities, clustered to preserve maximum open space and to access a system of trails/bikeways/greenbelts which connect housing, shopping, and employment with nearby regional parks and recreational facilities.

Citizens actively participate in an effective and open government decision making process that reflects community values. There will be good cooperation among nearby jurisdictions, as well as adequate public services and environmental protection to provide a safe and healthy quality of life for all citizens, from children to seniors.

- **Building Step by Step.** Black Diamond cannot accomplish every priority at once. The City will take a phased approach to implementation, recognizing that investments in staffing, infrastructure, parks, and services will evolve alongside population growth and available resources.
- **Collaborating Regionally.** Black Diamond's future is connected to the broader region. Partnerships with Maple Valley, Covington, and others will be essential to advancing infrastructure, recreation opportunities, and economic development.

Our current focus, shaped by a long-term View

Our current commitments in the 2026-2031 Strategic Plan See the following pages.	Our focus in the medium term	What we're working towards: desired outcomes 20 years from now
I. Building a Connected Community and Distinct Identity		
<ol style="list-style-type: none"> Establish plans for the following hubs that include a vision, land use planning, and investments in public infrastructure and amenities: <ul style="list-style-type: none"> SR-169 Proposed road from SR-169 to Ten Trails Roberts Drive Ten Trails Old Town Other? Begin implementation of priority projects in a phased implementation strategy. 	<ul style="list-style-type: none"> Continue to cultivate the vision established for each district through land use planning, public amenities, and private investment. As visitor-serving amenities come online, begin to promote Black Diamond's unique identity as a historic community and gateway to outdoor recreation. 	<p>Land Use Vision from 2024-20244 Comprehensive Plan: <i>Establish a pattern of development that enhances the community's quality of life and respects the City's heritage.</i></p> <p>Black Diamond will feature specialized hubs that include:</p> <ul style="list-style-type: none"> A downtown with services and gathering places for residents and visitors. Black Diamond's historic assets are preserved and enhanced. A strong gateway along SR-169 that welcomes residents home and visitors to Black Diamond. Opportunities for commercial development that meets local residents' daily needs and serves visitors. A central location for new city buildings.
II. Providing Parks and Recreation Amenities for Residents and Visitors		
<ol style="list-style-type: none"> Establish a shared vision and advance development of Lake Sawyer Regional Park as a major community and regional asset. Pursue regional partnerships to support recreational programming and community events. Monitor compliance for the open-space networks, wetlands, and riparian buffers within the active Master Planned Developments. 	<ul style="list-style-type: none"> Advance development of Lake Sawyer Regional Park. Oversight, operations, and maintenance of the City's expanding parks system. Expanding recreation offerings. 	<p>Parks, Recreation, and Open Space Vision from 2024-20244 Comprehensive Plan: <i>Support the stewardship of natural resources and amenities throughout the community in the form of parks, trails, open space, and recreational opportunities.</i></p> <ul style="list-style-type: none"> A fully staffed Parks and Recreation Department manages a mature city-wide system. Black Diamond's parks and recreation assets draw visitors from the region. Lake Sawyer Regional Park is a well-visited and well-loved regional asset with open spaces and active recreation. 35% to 40% of the City is preserved as a connected network of open spaces (Comp Plan Land Use & Environment Target) maintained via city, regional, and HOA contributions.

Our current commitments in the 2026-2031 Strategic Plan See the following pages.	Our focus in the medium term	What we're working towards: desired outcomes 20 years from now
III. Strengthening Black Diamond's Economic Vitality and Financial Sustainability		
<ol style="list-style-type: none"> 1. Support the passage of the fire annexation measure which is essential to public safety and the City's ability to reinvest resources into other community priorities. 2. Support commercial zoning and infrastructure needed for business growth building from Strategic Initiative #1. 3. Explore partnerships and programming that support small business development. 	<ul style="list-style-type: none"> ▪ Guide commercial and mixed-use growth in ways that align with the strengths and long-term vision for each district. 	<p>Economic Development Vision from the 2024-20244 Comprehensive Plan: <i>Promote a diversified economy that expands employment opportunities while establishing a sustainable balance between housing and the municipal tax base.</i></p> <ul style="list-style-type: none"> ▪ A vibrant economy, with strong local businesses. ▪ Residents can meet their daily needs and visitors have compelling reasons to stop, shop, and eat in town. ▪ Economic vibrancy supports the sustainable delivery of high-quality city services.
IV. Enhancing City Capacity and Operations		
<ol style="list-style-type: none"> 1. Update policies, procedures, and internal practices. 2. Refresh the City's branding, messaging, and public-facing identity. 3. Begin planning for a new City Hall and civic space. 4. Develop a phased staffing strategy. 	<ul style="list-style-type: none"> ▪ Complete new City Hall. ▪ As growth slows, shift capacity from current planning to long-term planning, economic development, and other needs. ▪ Add internal capacity to enhance communication and community engagement when appropriate. ▪ Ensure City services including public safety, human services, and utilities are right-sized for population levels. 	<p>Capital Facilities Vision from the 2024-2044 Comprehensive Plan: <i>Provide adequate, safe, and efficient public facilities and administrative services to serve the existing and future population.</i></p> <ul style="list-style-type: none"> ▪ The City of Black Diamond is a mature, data-driven municipal operation with appropriate organizational structure, capacity, and internal systems.

Our current commitments: 2026-2031

This section articulates the current Strategic Plan priorities and is organized into:

- **Strategic Initiatives:** Broad areas of focus that advance the City’s long-term direction (headline statements with Roman numerals)
- **Strategies:** Approaches the City will pursue to support each Initiative (numbered items)
- **Implementation Steps:** Potential actions, projects, or organizational efforts that could support implementation (bulleted items).

Implementation steps will continue to be refined and expanded as Strategic Initiatives and Strategies are finalized. Some draft implementation concepts are included at this stage to provide additional context and illustrate how Strategies could translate into action.

I. Building a Connected Community and Distinct Identity

1. Establish plans for the following hubs that include a vision, land use planning, and investments in public infrastructure and amenities.
 - SR-169
 - Proposed road from SR-169 to Ten Trails
 - Roberts Drive
 - Ten Trails
 - Old Town
 - Other?
2. Begin implementation of priority projects in a phased implementation strategy.

II. Providing Parks and Recreation Amenities for Residents and Visitors

1. Establish a shared vision and advance development of Lake Sawyer Regional Park as a major community and regional asset.
 - Start a master planning process, prioritizing the King County deed covenants, including the 38.6-acre active recreation/sports fields, regional trail alignment, and retention of open space for passive recreation.
 - Begin development of fields for active recreation.
2. Pursue regional partnerships to support recreational programming and community events.
3. Monitor compliance for the open-space networks, wetlands, and riparian buffers within the active Master Planned Developments.
 - Monitor achievement of the 42% open space target for The Villages and 37% target for Lawson Hills without incurring city maintenance costs.

III. Strengthening Black Diamond's Economic Vitality and Financial Sustainability

1. Support the passage of the fire annexation measure which is essential to public safety and the City's ability to reinvest resources into other community priorities.
2. Support commercial zoning and infrastructure needed for business growth building from Strategic Initiative I.
 - Identify opportunities for visitor-serving businesses and neighborhood retail.
 - Explore opportunities to support Black Diamond businesses.
3. Explore partnerships and programming that support small business development.

IV. Enhancing City Capacity and Operations

1. Update policies, procedures, and internal practices.
2. Refresh the City's branding, messaging, and public-facing identity.
3. Begin planning for a new City Hall and civic space.
4. Develop a phased staffing strategy.
 - Consider staff capacity, as well as retention and professional development.