



CITY OF BLACK DIAMOND
August 18, 2026 Council Special Meeting Agenda
Council Chambers, 25510 Lawson St.
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

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

PUBLIC COMMENTS: Persons wishing to address the City Council regarding items of new business are encouraged to do so at this time. When recognized by the Mayor, please come to the podium and clearly state your name. Please limit your comments to 3 minutes. If you desire a formal agenda placement, please contact the City Clerk at 360-851-4500. Thank you for attending.

BUSINESS:

- 1) Discussion Regarding the City's Strategic Plan

ADJOURNMENT:



City of Black Diamond Strategic Plan 2027-2031 **Setting the Stage for Purposeful Growth**

DRAFT August 11, 2026



Mayor

John Adler

Council Members

Dan DalSanto

Tamie Deady

Sara Nielsen

Darcey Peterson

Mario Sorci

Ryan Reed

Jesse Young

Staff

Thank you to the many Black Diamond staff members who contributed ideas and feedback to inform the development of this plan.



STRATEGY ■ ANALYSIS ■ COMMUNICATIONS

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Ruby Barnes | Layout

Black Diamond's Next Chapter

Black Diamond is entering a period of significant transition. Continued population growth will bring 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 will create pressure on City services, facilities, staffing, and systems.

This Strategic Plan charts a course for Black Diamond's future that embraces the growth that is coming while protecting the qualities that make this community special. It focuses on four interconnected priorities:

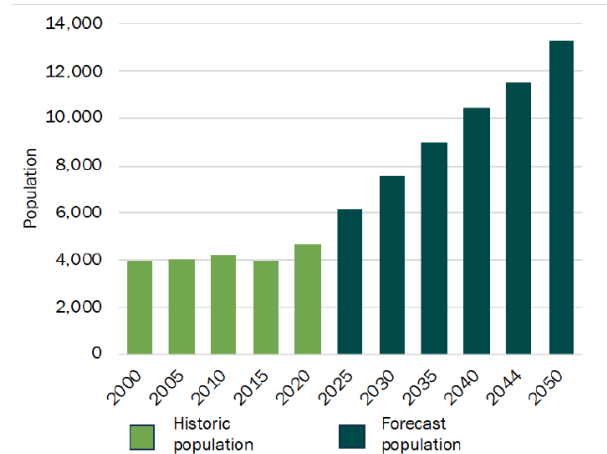
- Articulating a shared vision for each of the city's distinct features and initiating the land use and infrastructure planning needed to guide where and how public and private development occurs.
- Planning for growth of Black Diamond's park and recreation amenities.
- Advancing the community's economic and fiscal health.
- Strengthening the organizational foundation that will allow the City to deliver on its commitments.

The plan takes a start-with-the-end-in-mind approach. By first sketching the future we want — distinctive community features, a strong parks system, an interconnected network of roads and trails, and a City organization capable of serving a growing community — we can work backwards to identify the concrete steps needed to get there.

Guiding Themes

The following ideas inform the focus of 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 after it has happened.
- **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 Covington, Enumclaw, Maple Valley, and others will be essential to advancing infrastructure, recreation opportunities, and economic development.



City of Black Diamond Comprehensive Plan, 2024-2044



Summary of our Priorities for 2027 to 2031

- I. Building a Connected and Distinct Community
- II. Providing Parks and Recreation Amenities for Residents and Visitors
- III. Strengthening Black Diamond's Economic Vitality and Financial Sustainability
- IV. Enhancing City Capacity and Operations



I. Building a Connected and Distinct Community

What we're working toward: desired outcomes 20 years from now

A strong sense of place reflects a distinctive Black Diamond character as a small, family-friendly town with a strong connection to our beautiful natural environment. The community is well-planned with distinct features that include:

- A strong gateway along SR-169 that welcomes residents home and visitors to Black Diamond.
- A distinct, walkable downtown with services and gathering places for residents and visitors.
- Enhancement of Black Diamond's historic assets.
- Commercial development meets residents' daily needs and serves visitors.
- Space for small manufacturing and light industrial uses.
- Highly functional spaces for community events.
- A central location for City offices and functions.

Residents can smoothly navigate the community via a network of roads, sidewalks, and trails.

Events and a strong community identity build social cohesion and a sense of One Black Diamond.

Our 2027-2031 commitments

- A. Establish and communicate visions and plans that describe the desired development of key opportunity areas within Black Diamond, including:
- Lake Sawyer
 - Lawson Hills
 - SR-169 Corridor
 - Old Town
 - Pipeline Road
 - Roberts Drive
 - Ten Trails
- B. Update the City's land use plans, development regulations, and infrastructure investment priorities to advance the vision for each opportunity area.
- C. Develop gathering spaces for community events and everyday use.
- D. Strengthen the City's ability to communicate with residents and establish a strong identity that conveys Black Diamond's desired future.



II. Providing Parks and Recreation Amenities for Residents and Visitors

What we're working toward: desired outcomes 20 years from now

Black Diamond's robust parks and recreation offerings draw visitors from the region. Each park has a distinctive flavor and a special feature and Lake Sawyer Regional Park is a well-visited and well-loved regional asset with open spaces and active recreation. Black Diamond is well-connected to regional trails and has an interior network of trails that connects various parts of the community, including from Lake Sawyer to the new downtown.

A significant portion of the community is preserved as a connected network of open spaces maintained by City, regional, and homeowner association contributions.

Our 2027-2031 commitments

- A. Establish a vision and clear plan for a robust system of future parks and trail connections.
- B. Establish a shared vision and advance development of Lake Sawyer Regional Park as a major community and regional asset.
- C. Explore regional partnerships to provide more recreation options for residents.
- D. Preserve open spaces, wetlands, and riparian buffers as the City develops.



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

What we're working toward: desired outcomes 20 years from now

Black Diamond features a vibrant economy, with strong local businesses that contribute to a sense of place and a distinctive Black Diamond character. Visitors have compelling reasons to stop, shop, and eat in Black Diamond. Residents can meet their daily needs through a mix of local businesses, regional or national retailers, and professional service providers, including a satellite hospital or urgent care facility. Economic vibrancy supports the sustainable delivery of high-quality city services.

Our 2027-2031 commitments

- A. Communicate the City's financial position and its ability to provide sustainable municipal services and invest resources in Strategic Plan priorities.
- B. Explore partnerships and programming options to support small business development.
- C. Model the City's projected revenues and expenditures as it grows to ensure the City remains fiscally responsible while investing in additional staff and services for residents over time.



IV. Enhancing City Capacity and Operations

What we're working toward: desired outcomes 20 years from now

The City of Black Diamond is a high-performing organization with a strong, positive culture, opportunities for staff development, and a reputation as a great place to work. It is a mature, mission- and data-driven municipal operation with appropriate organizational structure, capacity, and internal systems. City services are co-located on a new civic campus that enhances services for residents and the efficiency and effectiveness of staff collaboration.

Our 2027-2031 commitments

- A. Strengthen the City as a data-driven, continuously improving organization.
- B. Foster strong internal communication and coordination.
- C. Begin planning for a new City campus.



Implementation Model

Black Diamond is committed to keeping the community informed as it implements the priorities established in this **Strategic Plan**. The City will provide regular progress updates and conduct a formal implementation update every two years. Each update cycle will assess progress made toward the plan's 2027-2031 priorities and identify concrete next steps. These implementation steps will shape the City's annual budget and day-to-day operations, ensuring the plan remains a living and useful document.

