

1. Install Practices to Reduce Pollutant Loading to the Lake

- a. Obtain cost-sharing assistance to install conservation practices on high/medium impact polluted runoff sites identified in the watershed survey
- b. Provide technical assistance to homeowners with polluted runoff sites or inadequate buffers to prompt installation of conservation practices on their own
- d. Install conservation practices to address polluted runoff sites identified on town roads and other town-owned property
- e. Seek local sponsorships for supplies and or grant funding to address low priority/small polluted runoff sites

2. Maintain Installed Practices

- a. Coordinate collaborative purchasing for conservation practice maintenance (i.e. catch basin cleaning, road sweeping, erosion control mulch, etc.)
- b. Enhance/encourage ongoing private road maintenance

3. Prevent/Limit New Phosphorus Inputs into the Lake

- a. Review and update the following ordinances to prevent/limit new phosphorus inputs into the lake
- b. Develop an outreach strategy, management policy and/or ordinance for manure storage and nutrient management for farms and other properties with large animals (e.g., horses, cows, goats).
- c. Develop/enhance town policy to promote establishment of gravel road management plans and prompt ongoing gravel road maintenance
- d. Inspect conservation practices to prompt ongoing maintenance
- e. Ensure implementation of the ordinances established by the towns for new development in the watershed

4. Continue Watershed Monitoring and Tracking for Pollution Sources

- a. Regularly update and maintain "Site Tracker" with information on new and completed polluted runoff sites
- b. Review and assess potential phosphorus sources to the lake (waterfowl, fertilizer)

5. Reduce Impacts of Private Roads to the Lake's Water Quality

- a. Provide technical assistance to road association members to review roads, develop road maintenance plans, and install conservation practices
- b. Hold at least two brainstorming sessions to discuss ways to reduce impacts of private roads to lake water quality. Ideas to consider include surveying private road residents to determine barriers to private road maintenance, looking into creating tax incentives for private road associations, assisting private roads in forming formal road associations, etc.

6. Reduce Septic System Impacts

- a. Continue data compilation, collecting missing data through landowner surveys, inspection reports during property transfers, etc.
- b. Explore establishing a local funding mechanism and explore existing funding sources to provide assistance with replacing failing or short-circuiting septic systems.
- c. Contact homeowners with high-risk systems to encourage advanced inspections.
- d. Host septic system care workshops.

7. Expand Education and Outreach to Increase Lake Protection

- a. Continue to offer vegetative buffer workshops and landowner training opportunities

b. Look into implementing LakeSmart as a program with goals specific to Highland Lake or develop a Highland Lake-specific program
c. Develop a lake-friendly YardScaping program
d. Develop and implement road association training program and maintenance programs
e. Develop an education and outreach plan
8. Continue Water Quality Monitoring
a. Continue to implement sampling program
9. Manage Alewife Migration
a. Form a dam management committee
b. Determine optimum water level for alewife egress
c. Create dam/water level management plan for improved alewife egress that involves all interests
d. Modify the outlet to ensure alewife migration can easily be facilitated
e. Explore waterfowl management to determine if they are having a negative impact on water quality
10. Continue WMP Leadership and Build Long-Term Capacity for the Lake's Protection
a. Develop long-term funding mechanism
b. Hold up to four Highland Lake Leadership Team (HLLT) meetings per year
c. HLLT will meet at least semi-annually to review the status of the WMP to ensure work is being completed on schedule