



Fiscal Year 2025 Final Report



Photo by Ranger Jason Taylor

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Massachusetts Department of Conservation and Recreation
Division of Water Supply Protection
Office of Watershed Management

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Acronyms

AIS	Aquatic Invasive Species
BLA	Quabbin Boat Launch Area
BMP	Best Management Practices
CE	DWSP Civil Engineering Section
CMR	Code of Massachusetts Regulations
DCR	Massachusetts Department of Conservation and Recreation
DEP	Massachusetts Department of Environmental Protection
DER	Massachusetts Department of Fish and Game Division of Ecological Restoration
DPW	Department of Public Works (municipal)
DRD	Deputy Regional Direction
DWSP	DCR Division of Water Supply Protection
EOEEA	Massachusetts Executive Office of Energy and Environmental Affairs (also EEA)
EQ	DWSP Environmental Quality Section
EQA	Environmental Quality Assessment
FACS	Forest as Climate Solutions
FSI	DWSP Forest Stand Improvement
FY	Fiscal Year
GIS	Geographic Information Systems
IS	DWSP Interpretive Services Section
LAP	Land Acquisition Panel
MassDOT	Massachusetts Department of Transportation
MDAR	Massachusetts Department of Agricultural Resources
MEP	Massachusetts Environmental Police
MEPA	Massachusetts Environmental Policy Act
MSP	Massachusetts State Police
MWRA	Massachusetts Water Resources Authority
NHESP	Natural Heritage and Endangered Species Program
NR	DWSP Natural Resources Section
PILOT	Payments in Lieu of Taxes
Q	Quarter
RD	Regional Director
ROW	Right of Way
UMass	University of Massachusetts, Amherst
USGS	United States Geological Survey
VMP	Vegetation Management Plan
WPR	Watershed Preservation Restriction
WsPA	Watershed Protection Act
YOP	Yearly Operational Plan

FY2025 Accomplishments

DCR/DWSP Office of Watershed Management

FY2025 End of Year Highlights

Wachusett/Sudbury Region

A. Land Acquisition

Staff continued to work on due diligence and negotiations for acquisitions for FY25. One project protecting 34.1 acres went to record this year and twelve projects totaling over 485 acres are currently underway at various stages.

B. Watershed Preservation Restrictions

The Watershed Preservation Restriction Coordinator and Regional Monitors completed 49 WPR monitoring visits and reports during FY25. [Two issues of the E-news newsletter](#) and StoryMaps on deer and loons were distributed to WPR landowners.

C. Land Management

FY25 watershed forestry proposals that were presented to the public were approved to move forward. The seasonal DWSP Forest Stand Improvement (FSI) crew focused their work at Wachusett, releasing oak and other hardwood saplings from competition in 70 acres of 10- to 20-year-old silvicultural patch openings. The goal of FSI is to improve young forest diversity by providing growing room for species that are often lost to mortality before getting into the upper forest canopy.

The program that was commenced in Q4 of FY24 to visit all regeneration openings that are at least 10 years old was completed. The forest cover type of each opening was determined and data was collected including a list of all tree species present; the presence, percent cover and species of terrestrial invasive plants and the presence and species of interfering native shrub species. This information was used to update the forest cover type datalayer. Analysis of data was completed and the writing of a summary report began.

The boundary maintenance program maintained 23.8 miles of property boundary and six projects were contracted for boundary survey work.

Significant progress was made in transferring lands to DCR Parks. A letter was sent by DCR Commissioner Arrigo to the DCAMM Commissioner requesting and approving this transfer. DWSP continues to support work to establish an MOU with a partner for care of facilities at 322 Salem End Rd. A framework was developed with Framingham State University, but the school decided to not finalize the agreement. Subsequent conversations with the City of Framingham and its Economic Development Corporation may establish a partnership with DCR.

Staff continued to assist Tighe & Bond with Phase II of the Climate Change Vulnerability Assessment of the DCR watershed system. Staff provided data and input on vulnerability risk assessment scores, condition factors and a condition rating rubric.

D. Wildlife Management

Deer hunting was successfully carried out at both Wachusett and Sudbury watersheds beginning with archery season in October through Dec 31st, 2024. The allowance of deer hunting in Wachusett and Sudbury Watersheds continues to make an impact on the local deer populations and allows for the regeneration of the forest filter.

Aquatic mammal surveys commenced in the fall and early spring and no aquatic mammals were observed in the pathogen control zone. Goose nest management commenced in April and continued to be successful in maintaining or reducing the overall population on the reservoirs.

The Bird Harassment Program began on 10-15-24 and operated twice a week with one staff member only. A second staff member and an additional day were added to the program on 1-14-25. The program halted on 1-20-25 when ice covered the reservoir but restarted on a two days a week schedule until ending for the season on 4-18-25 when bird numbers decreased sufficiently. The highest count for the season was 1,479 gulls.

E. Public Access Management

Ranger staff patrolled all public areas. There were a total of 14,709 recorded visitor contacts, 1,079 witnessed rule violations, 63 unwitnessed violations and 13 parking tickets issued. Rangers continued to provide enforcement through education and have developed a working relationship with State, Environmental and local police for egregious violations and other emergencies. Law enforcement assisted with violations of illegal dumping and trespassing and Rangers assisted law enforcement with an accident that resulted in a vehicle onto DWSP property in the vicinity of the South Dike.

The Wachusett Reservoir Watershed 2023 Public Access Plan Update continued to be implemented, and due to the removal of the Quinapoxet River accretion dam, an amendment to the plan was written that clarified the location of prohibited fishing areas along this section of the river. Although not placed for the purpose of public access management, a camera that was utilized by MWRA contractors to monitor the dam removal project was beneficial for the rangers at the start of fishing season for rule violations on the Quinapoxet River. Rangers continued inspecting conditions and placement of all rules and regulations signage throughout the watershed and fishing/hunting signage was placed during the appropriate seasons. Additionally, new no trespassing signage was placed in the area of the removed Quinapoxet River Dam.

F. Watershed Security

Staff continued to work with MWRA on issues of security around the Reservoir and at shared infrastructure. Ranger supervisors met and coordinated with the Massachusetts Environmental Police for the opening day of fishing, which occurred on April 6th with no major incidents or violations reported and with the Massachusetts State Police for security assistance at the fall and spring Dam Day events. Rangers continue to maintain and update a gate inventory in ArcGIS for all Wachusett and Sudbury Reservoir gates.

The previous placement of the permanent MWRA camera on the railroad tracks at Thomas Basin and a temporary camera on the Quinapoxet River afforded an additional opportunity for security and for the Rangers to intercept rule violations.

G. Infrastructure

The Division of Ecological Restoration (DER) funded a peer review of the calculations and design plans for the Malden Brook Restoration and Edwards Pond Dam Removal Project. The design plans and calculations were revised to reflect these recommendations and are ready for permitting. We are actively working with DER on the preparation of permitting documents and applications.

Monthly inspections were conducted on Wachusett and Sudbury dams and reports were sent as required. A Phase one inspection was conducted on Framingham Reservoirs 1 and 2 and a follow-up inspection was conducted on Framingham Reservoir 2. Inspections for smaller dams have been completed semiannually and more frequently for dams with beaver activity. In April, lime was applied on the Wachusett Dam North and South Dikes to improve vegetation growth.

H. Watershed Protection Act (WsPA)

A total of 41 new applications were received for proposed municipal, commercial, residential, agricultural, Right-of-Way utilities, and solar field projects. MEPA comments were prepared for two projects. All projects were reviewed in accordance with the WsPA Regulations [313 CMR 11.00] and the decisions were issued within the regulatory timeframe. Staff requested additional information when needed, performed initial site visits, and met with engineers and/or property owners to discuss details of the project. Construction projects were conditioned to promote a good water quality outcome and staff worked with property owners and engineers to revise plans, address site issues and improve water quality. Staff responded to four WsPA violations and sent letters to the property owners for activities occurring in WsPA jurisdiction without permits. Site visits were conducted with property owners or their representatives to discuss how to come into compliance with the regulations.

WsPA placards were created to place along the boundary of the Primary Protection Zone on some projects to identify this critical area and prevent future alteration and staff participated in two watershed town's Hazard Mitigation Plan update processes by attending meetings and providing pertinent information.

I. Education and Outreach

Eighty-three programs were offered this year with a total attendance of 1,921 (874 adults and 1,047 children). The Dam Day attendance was 1,620. Watershed Wednesdays highlighting the DWSP program concluded at John Augustus Hall, and presentations were taken to various sites such as Historical Society and Public Library locations to increase community participation. A new loop video of the Watershed Protection Program highlighting staff activities was created and used for display at information tables, outreach events, and career fairs and is shown in the headquarters lobby.

Staff participated at the Sterling Department of Public Works Open House and Touch a Truck event with the Enviroscape model and information on stormwater pollution prevention and road salt reduction information. Rangers were also on hand with the DCR airboat and new electric Utility Terrain Vehicle and answered questions related to public access and rules.

BMP outreach letters were sent to all golf courses in both Wachusett and Sudbury Watersheds. Building upon previous outreach efforts that clean water makes great beer, staff created, produced, and delivered a small poster to most liquor stores in the watershed. Coasters were designed, purchased and delivered to liquor establishments and restaurants to be utilized during Drinking Water Week.

J. Water Quality and Hydrologic Monitoring

Tributary sampling was completed twice a month and nutrient, Chloride, Alkalinity, TSS sampling was completed monthly. Stream flow was monitored continuously (15-minute increments) at the 10 primary tributaries (three by USGS and seven by DWSP) and groundwater levels monitored by USGS at the Sterling and WB wells. All field equipment was operational, calibrated and maintained as needed and specified in the Quality Assurance Project Plan. MWRA and EQ staff met regularly to discuss Quinapoxet Dam removal monitoring, data sharing, and total coliform research. Groundwater monitoring of field parameters was measured monthly (except for November) in seven wells.

A Baystate Roads Winter Snow and Ice Operations training was hosted by DCR for 19 attendees from Paxton, Holden and Petersham DPWs as well as Quabbin and Wachusett DCR staff. Salt reduction grant applications for FY25 were awarded to the town of Sterling \$16,583 for a closed loop smart spread controller and four flexible plow blades, Holden \$20,000 for ground speed controllers for medium and heavy-duty trucks, and Paxton \$4,200 to purchase one flexible plow blade. A Make your Own Brine workshop was hosted for the public at John Augustus Hall on 12/18/2024. A salinity manuscript was submitted to Journal of Hydrology with UMass and DCR authors. A new two-sided salt smarter palm card was developed that addresses tips both for the general public and also municipalities. This new card was printed and distributed throughout the watershed and was available at the Mass Waterworks booth at the Annual Mass Municipal Association Conference.

Continuing DWSP's effort to map stormwater infrastructure and hydrography within the Wachusett watershed, flow paths for more than 1,800 hydro structures were hydrologically connected this year with a GIS layer. Overall, the Wachusett watershed hydro structures are now 94% connected to the stream network, with 6,964 of 7,382 connections made. It is anticipated that the goal of 95% connectivity will be reached early next fiscal year.

K. Watershed Monitoring and Surveillance

Staff continued monitoring and assessment efforts in the Wachusett and Sudbury Watersheds. Several construction projects were reviewed and regular communications with local boards and commissions continued to ensure compliance with all local and state regulations. Staff continued to review the MEPA Environmental Monitor for projects. Environmental Quality staff

investigated and followed up on several issues with the potential to impact water quality, including: a pulse of water detected in the Quinapoxet River that was tracked to a natural release of water from a clogged outlet pipe, a truck rollover resulting in a spill of road salt cleaned up by local DPW, and a release of less than 10 gallons of fuel as a result of a car accident. A total of 128 site visits were conducted related to watershed surveillance.

Staff continued communicating with Watershed town DPW Directors to address stormwater and drainage issues that can lead to water quality impacts. Drainage on Mortimer Rd. and a culvert replacement on Campground Rd. were two improvements completed in partnership with the Sterling DPW.

L. Aquatic Invasive Species

Wachusett and Quabbin staff collaborated on the DWSP AIS Management and Response Plan. This document consolidates previous DWSP plans regarding AIS monitoring and response by summarizing historical responses and presents a framework for monitoring and making decisions regarding current and new AIS threats across the watersheds. No new AIS introductions were discovered this fiscal year.

M. Wastewater

Septic system repairs and Title 5 inspection information for Paxton and Princeton were collected with visits to the respective Boards of Health and information was entered into the tracking database. Sewer connection information was requested from West Boylston. On April 30, 2025 it was announced that the Central Mass Regional Public Health Alliance, of which West Boylston is a member, would be disbanding on June 30. DWSP will continue to remain up to date with new contacts for Title 5 issues as the town moves forward without the alliance.

The civil engineering section issued a connection to the DCR sewer trunkline for a single-family home in Holden. The consultant who had been exploring the option of connecting a new development to the DCR sewer line informed DCR that they will not be moving forward at this time, since connection permits are not transferable. Review of the proposed improvements to the Dawson Recreation area in Holden was completed and it was determined that there were no major impacts to DCR sewers, manholes or easements in the vicinity.

N. Stormwater

The Old Stone Church walkway, landscaping and slope stability improvement project was completed. As an addition to this area, infiltration beds consisting of plantings to capture roof runoff were constructed.

Permitting and re-design work continued on eliminating the last remaining direct discharge to the reservoir on Route 110. All required permits have now been obtained and this project will be going out to bid by MassDOT in early FY26.

O. Emergency Response

Seven emergency response trainings were held for staff. These consisted of river/small water body boom deployment, night operations, basic boom deployment, terrestrial spill response, cold weather operations and planning, boom training for supervisors and health & safety.

A larger, unannounced emergency response drill was also held. In addition to DCR staff, the West Boylston Fire Department, Mass DEP, MWRA, CSX, Moran Environmental and City of Worcester Water Department took part in the scenario of a railroad derailment where a few railroad cars overturned and were leaking along the shore of the reservoir.

P. GIS

An updated Land Acquisition model incorporating overlay basin weights was presented to the MWRA Board in November. The DWSP Land Acquisition model was originally created for the Wachusett Reservoir Watershed in the mid-1990s to direct land acquisition efforts within the watershed. DWSP land acquisition has always placed parcels in Wachusett as the highest acquisition priority, within which the Reservoir Basin is the highest priority, followed by the Central Basin, and, lastly, the Worcester Basin. The Worcester Basin was considered the lowest priority because it was assumed that the City of Worcester diverted most of the water from this basin—including the Quinapoxet, Pine Hill, and Kendall Reservoir drainage basins—for its own water consumption. This prioritization was reflected in the model's weighted criteria overlay basins. However, in recent years, the original Wachusett model has become less effective at differentiating between available parcels in areas where acquisition opportunities still exist. It also no longer accurately represents the importance of each basin to water quality. Given the progress made in acquiring land within the Reservoir and Central Basins and new data on water diversion by the City of Worcester, it was decided to update the weighted criteria overlay basins for the Wachusett land acquisition model. For this update, the same criteria and weights from the original model were used. The adjusted overlay basins now account for both proximity to the Reservoir and better reflect each basin's annual contribution to the Reservoir.

All ArcGIS online tools and workflows were maintained and updated as needed and about 280 different layers, maps and applications in AGOL were edited or updated. With less than a year to go until the Americans with Disabilities Act Title II federal mandate takes effect, we have taken steps to begin addressing DWSP content to ensure we are positioned to meet the April 2026 deadline.

Q. Support

Over 240 external phone calls were answered this FY with inquiries including fishing, hunting, public access and Interpretive Services initiatives.

A total of 303 encumbrances were processed and approved, and a total of 1,098 invoices were paid. 44 Commbuys Bid Solicitations were posted and 38 were successfully awarded.

DWSP-Wachusett continued to purchase new and replace aging equipment. An aging Freightliner was replaced by purchasing a new 2025 Mack 6-Wheel Dump Truck and two aging Ford F-250s were replaced with two new Ford F-250s with plow packages.

Quabbin/Ware Region

A. Land Acquisition

One Quabbin project protecting 70.31 acres in WPR went to record this fiscal year. One Ware River project protecting 9.8 acres in fee went to record this fiscal year. Seventeen projects are currently underway at various stages of due diligence including thirteen projects totaling 460 acres in Quabbin and four projects totaling 83 acres in Ware River.

B. Watershed Protection Restriction (WPR) Program

WPR Coordinator and Regional Monitors completed 43 WPR monitoring visits this fiscal year, including 18 Forest Legacy monitoring visits. Three in-house baseline reports were completed this year. [Two issues of WPR e-newsletter](#) – A Watershed Moment – were sent to WPR landowners and two story maps (deer and loons) were completed.

C. Land Management

Following the end of the Forest as Climate Solutions pause, all FY24 lot proposals were reviewed and prepared for public presentations, and 12 FY25 lot proposals went through public review. Forestry staff provided oversight and supervision on 6 active timber sales in FY25, and 15 lots were marked and successfully bid out in FY25.

Work continued on the long-term paired watershed study, and it will be completed in FY26.

Ongoing work on Continuous Forest Inventory analysis continued. Regeneration survey plots were completed by watershed foresters.

Approximately five miles of boundary were located, marked and maintained.

Most of the Quabbin spillway was restored to grassland through several contracted tree removal projects and two prescribed fires.

D. Wildlife Management

The gull harassment program operated for 28 consecutive weeks from 10/7/24-4/15/25. Boat harassment was not needed during the program as gull numbers and bacteria counts were relatively low. There were no coliform exceedances during the program. All operations were performed safely, and training continues on program orientation, cold water and trailer operations, pyrotechnics and laser use.

Unmanned Aircraft System (UAS or “drones”) flights were conducted at Quabbin weekly from October 2024 to March 2025. The UAS program has been very successful and a very useful tool

for the Bird Harassment Program. The weekly roost counts varied weekly with the highest count of 957 gulls on March 11, 2025.

The Canada goose control zone was surveyed during the nesting season; two nests were located, and 11 eggs were treated to prevent hatching. The annual report was produced. Five beaver were removed from the Wildlife Pathogen Control Zone. In addition, work continued to prevent beaver-related flooding issues including monitoring and maintaining culverts, maintaining culvert fence guards, and repairing beaver-deceiver piping.

Research and management for common loons on DWSP waterbodies continued and the annual report was completed for the 2024 season. The lead tackle and fishing line canister program was completed for the 2024 season and 7 pounds of lead and 7 miles of fishing line were collected. Five active eagle nests were confirmed in 2025.

Deer hunting was conducted at Quabbin in New Salem, Pelham and Hardwick during the two-week shotgun season in December 2024. A controlled hunt was held on Prescott Peninsula, Quabbin Park and Petersham and 142 deer were harvested. The final deer report was completed and shared with staff ahead of the 2025 deer hunt planning meeting.

E. Public Access Management

Information on access policies and regulations was distributed through the Quabbin Visitor Center and through numerous public contacts by the watershed rangers. The rangers logged approximately 28,000 visitor contacts during FY25.

The three Quabbin Boat Launch Areas (BLAs) operated daily. The 2024 season opened on its normal date in April to private boats and rental boats. The 2024 season closed on October 12, 2024. The boat inspection and decontamination programs were implemented again this year, with both boat washings and cold weather quarantines overseen by DWSP staff. Staff continued to use iPads to implement the boat seal program. All 3 BLAs continued with credit payment only systems. No cash payments were allowed.

EQ staff conduct regular inspections through EQA fieldwork that occasionally uncover recreation-related water quality concerns. These concerns are analyzed and mitigated as needed.

Staff provided support and maintained the boat launch at Comet Pond. A new guard rail was installed at Long Pond to improve security.

Twenty-four research permits were issued this year and the annual report was compiled and distributed.

F. Watershed Security

The watershed rangers conducted regular patrols of high-vulnerability areas around the reservations, and weekly summaries were submitted to MWRA. Rangers documented 268 violations in Quabbin and 312 violations in the Ware River.

Inspections of gates and bar ways on the reservations were performed and necessary repairs made.

Interactions and coordination with the State Police, Environmental Police, the State Police Marine Unit and other enforcement personnel continued throughout the year.

G. Infrastructure

Civil Engineering staff performed and reported on monthly inspections and piezometer readings. DWSP staff conducted mowing, brush-cutting, and other maintenance operations on dams and dikes.

CE staff monitored failing conditions of the historic Keystone bridge on the middle branch Swift River in New Salem. In addition, a number of culverts and bridges were inventoried and inspected.

Two new boats ramps were installed at Boat Launch Area 3 by the Office of Fishing and Boating Access.

Routine grounds maintenance was completed in Quabbin Park, including field mowing, weed whacking, and the removal of several hazardous trees or limbs. Staff prepared for Memorial Day in the Quabbin Park Cemetery with numerous plantings and assisted with burials in the cemetery.

Road work performed by DWSP staff included clearing several miles of roadside brush, cleaning drains, and filling potholes in Quabbin Park.

DWSP staff also monitored gravel extractions by the towns of New Salem and Petersham.

Work continued on developing bid documents to replace the Quabbin Administration Building roof.

Work was completed on replacing all the windows in the Quabbin Administration Building.

All Quabbin Park Cemetery records have been scanned into a digital database.

H. Watershed Protection Act

Staff implemented the Watershed Protection Act through the review of applications, site visits, meetings with applicants and their representatives, holding variance hearings, and the issuance of decisions. Staff received 34 cases in the Quabbin and Ware River Watersheds. Staff investigated several violations in the Ware River and Quabbin watersheds.

Agendas and minutes were reviewed for all the relevant town boards in both watersheds. Staff contacted several towns regarding projects within WsPA jurisdiction.

I. Interpretive Services

The Quabbin Visitor Center was open to the public all year, and about 6,500 people visited the Visitor Center. IS staff presented programs to about 2,200 students.

The DCR website was regularly updated with new information about the Quabbin Controlled Deer Hunt, fishing programs, AIS, meeting announcements, the boat decontamination program, plan developments, area closures, and forestry projects.

J. Water Quality and Quantity Monitoring

EQ staff conducted routine biweekly water quality monitoring of Quabbin Reservoir watershed (Reservoir and tributaries) and Ware River tributaries. Phytoplankton sampling was conducted following the established monitoring plan.

Stream gauge data from five tributary locations continued to be downloaded, processed, and stored in established data archives according to standard operating procedures.

Annual water quality report was completed.

K. Watershed Monitoring and Assessment

Staff regularly conducted site assessments, attended local board meetings, and monitored online databases to identify potential threats to water quality. Staff investigated various potential violations in the watersheds and followed up as needed. East Branch Ware district and Quabbin Reservation EQA reports were completed.

The Yearly Operating Plans for vegetation management work on both the National Grid and Providence and Worcester Railroad rights-of-way were reviewed, and comment letters were submitted.

L. Aquatic Invasive Species

Staff provided AIS information to the public through visitor contacts, displays in the Visitor Center, watershed kiosks, the DCR website, and distribution of brochures during Boat Decontamination and Cold Weather Quarantine programs.

In CY 2024, 6,576 boats were sealed across the 3 BLAs: 2,100 at BLA1, 2,470 at BLA2, and 2,006 at BLA3.

The 2024 macrophyte survey on the Quabbin Reservoir was completed, and a final report is forthcoming. Staff also inspected and maintained the fragment barriers at BLA 2 and BLA 3. Control efforts of swollen bladderwort continued at both Pottapaug and O'Loughlin ponds. Private boats were prohibited on both ponds when the 2025 season began in April 2025. Surveying and hand harvesting took place over several days in June and July.

M. Wastewater Management

No water quality issues were identified from septic systems, and the oversight provided by Title 5 was generally sufficient.

N. Stormwater Management

Inspections of stormwater BMPs were conducted in the Ware River watershed. EQ staff monitored potential stormwater issues through field investigations and aerial imagery.

O. Emergency Response

Emergency Contact Information was updated by staff online in Smartsheet. BLA emergency SOP was also reviewed and updated.

FY25 Spill Response Training was conducted through TIGER training. Emergency response trailers were inventoried and regularly stocked.

All spill plans were prepared for timber harvesting operations.

P. Support

Staff participated in a wide variety of job-related trainings and workshops, interagency planning teams, and professional organizations.

The FY25 PILOT was \$8,508,793. This figure represents a 0.2 percent increase from FY24 PILOT. FY25 PILOT took into account the addition of 409 acres of land. This is within the estimated increase of between 0.1 percent and 1.2 percent to approximately \$8.5 million - \$8.6 million presented in the FY2025 Work Plan. Quabbin towns received \$2.9 million with \$1.1 million paid in "hold harmless" - the difference between amount calculated by valuation times tax rate compared to previous year's PILOT payment (which can never go down). Of the \$2.9 million, \$662,000 is second payment for annexed lands. Ware River towns received \$1.1 million, with a hold harmless amount of \$97,000. Estimates for FY26 show an increase of between 8% to 10.5%, to approximately \$9.2 million - \$9.4 million.

FY2025 Work Plan Final Summary

FY25 Wachusett-Sudbury Final Report



Update on all tasks in the Wachusett-Sudbury Work Plan for July 1, 2024 - June 30, 2025

Task Number	Task Description	Final Year Summary
-	A. Land Acquisition	-
A1	Acquire land. Coordinate due diligence and other tasks/services from DCR and private contractors to complete survey, appraisal, title, engineering, and environmental assessments for proposed acquisitions. Negotiate WPR language, purchase prices and conditions of sale with sellers of property.	One project protecting 34.1 acres went to record this year. Twelve projects totaling over 485 acres are currently underway at various stages of due diligence.
A2	Develop individual parcel presentation materials and meet with MWRA Board for approval.	Two projects were brought to the board this year. An overview of the land acquisition process was presented to the Board at the 11/13/2024 meeting.
A3	Communicate with and convene LAP meetings to review parcels and prioritize land purchases.	Four LAP meetings were held with a total of seven projects approved.
A4	Use the LAP Prioritization Model to identify priority parcels in the watersheds.	Updated overlay basin weights were incorporated into the LAP Prioritization Model which continues to be utilized for identifying priority parcels in the watershed.
A5	Continue to solicit and work with landowners in donating conservation interests in land and assist in advising landowners on the tax incentives available when donating conservation interests.	The one project that closed this year was a donation (Rutland Land Conservancy). Of the ongoing projects, work continues on four proposed donations/no cost transactions and four bargain sales.
A6	Establish regularly scheduled land/legal meetings to address attorney assignments and project logistics.	Meetings with Legal are ongoing.
-	B. Watershed Preservation Restrictions	-
B1	Monitor WPRs on a regular basis, following monitoring procedures. Monitor high priority WPRs (WPRs under new ownership and ones with potential or ongoing issues), monitor WPRs acquired with Forest Legacy Funds (annual monitoring required) and Supervise Regional Staff that monitor WPRs. Review and file completed monitoring reports and update mobile WPR monitoring app as needed.	WPR Coordinator and Regional Monitors completed 49 WPR monitoring visits and reports this FY. WPR Coordinator reviewed all WPR monitoring reports completed by Regional Monitors.

Task Number	Task Description	Final Year Summary
B2	Complete baseline documentation reports for new WPRs prior to acquisition or within a reasonable time after acquisition, following EOEEA specifications. Baselines will be done in- house or through appropriate contracts.	No new baseline reports completed this FY.
B3	Produce baselines for existing WPRs without baselines	No baseline reports needed this FY.
B4	Review and file WPR baselines that were contracted.	No baseline reports needed this FY.
B5	Meet with Restriction Stewardship Working Group and confer with legal to respond to enforcement issues and requests to exercise reserved rights.	Restriction Working Group met twice this FY to discuss procedures and enforcement issues. A WPR Amendment was completed with the assistance of legal for the Cournoyer WPR.
B6	Track changes in landownership for WPRs, Forest Legacy WPRs and Non-Forest Legacy WPRs.	WPR Coordinator and Regional Monitors completed landownership checks.
B7	Distribute WPR landowner E-news & Notes from the Field Story Map twice a year to landowners.	2 issues of E-News and 2 StoryMaps on Deer and Loons were completed and distributed to WPR landowners this FY.
B8	Implement WPR records procedure with DCR records manager	Ongoing. WPR Coordinator participated in meetings on creation of new LIS database and reviewed and commented on preliminary version of database.
-	C. Land Management	-
C1	Implement the system-wide comprehensive Land Management Plan (LMP).	Mowing of fields occurred as outlined. Internal meetings were held to discuss shoreline vegetation management. The English Hawthorn trees below the dam were professionally pruned. Several staff assisted on teams for the Forests as Climate Solutions Initiative.
C2	DWSP Forestry: Prepare forest harvest proposals for next fiscal year including data on proposed harvest areas, characteristics of stands, soils, cultural resources, wetlands, wildlife, unique features, and priority habitats. Proposals shall also include information on lot layout, landings, stream crossings, wetland crossings, and stonewall crossings.	All work related to the proposal of forest management operations for FY26 was completed.
C3	DWSP Forestry: Plan and conduct an internal review of proposed logging operations for the coming year, including assessments of silviculture, water quality and stream crossings, wildlife/vernal pool, cultural resources and other potential impacts/benefits Review lots to ensure consistency with aspects of the LMP, including wildlife, forestry objectives, and environmental quality.	Following the end of pause/FACS, all FY24 proposals were reviewed and prepared for public presentation in Q1 as FY25 proposals. Internal review of 23 FY26 DWSP proposals was conducted: maps and narratives were prepared and distributed to reviewers, field walks were held for each proposal, and reviewer comments were assembled for forestry staff. Public posting and presentation postponed until September.

Task Number	Task Description	Final Year Summary
C4	DWSP Forestry: Present annual forest harvest proposals at a public meeting. Publish Online Public Review document/story map. Accept public comment and respond as needed.	The public presentation of forest harvest proposals for FY25 was held. The public presentation for FY26 proposals is anticipated to occur in Q1 of FY26.
C5	DWSP Forestry: Plan, lay out, mark products for removal, prepare maps and permits, establish photo monitoring points, file Forest Cutting Plans, seek bids, award permits, and properly advertise and post forest management operations consistent with the Forest Cutting Practices regulations, the LMP, and approved harvest proposals.	Six lots on a combined 284 acres were prepared, put out to bid and all were sold.
C6	DWSP Forestry: Provide supervision and oversight of all forest harvesting operations on DWSP property. Assure compliance with applicable DCR and NHESP regulations and restrictions, approved BMPs, and all Permit conditions. Maintain adequate site visit records. Monitor post-harvest and collect photo point images consistent with internal policy.	Seven (7) lots were active on a combined 449 acres. Regular supervision occurred and site visit records were kept in the Forestry database. Four (4) lots on a combined 258 acres were completed.
C7	DWSP Forestry: Continue to implement long-term paired watershed monitoring (WATBMP) to assess impact of DWSP forest management on tributary water quality by collecting dry and wet weather samples during different harvest periods. Summarize study progress in annual water quality reports and complete preliminary and final reports at the appropriate stages of the study.	The timber was harvested from the experimental lot (Princeton) in September 2024. The post-harvest monitoring phase began, however the study streams were dry until late November. Monthly dry weather samples have been collected Nov - June. Two storms were sampled (December, May)
C8	DWSP Forest Monitoring: Conduct inventory and analyze forest composition on paired study watersheds	No inventory necessary this FY. Ongoing project in collaboration with EQ. Water quality data collection phase continuing.
C9	DWSP Forest Monitoring: Conduct periodical regeneration and invasive species surveys to monitor forest health and development resulting from silvicultural activities or other natural disturbances and processes.	Completed the program that was commenced in Q4 of FY24 to visit all regeneration openings that are at least 10 years old. The forest cover type of each opening was determined and data was collected including a list of all tree species present; the presence, percent cover and species of terrestrial invasive plants and the presence and species of interfering native shrub species. This information was used to update the forest cover type datalayer. Analysis of data was completed and the writing of a summary report was begun. A few of the results: Regeneration was judged to be successful in nearly 97% of the openings. Red maple was the most common species, found in 94% of the openings. Next most common was red oak (82%), then white pine (72%), black birch (62%), white oak (50%) and paper birch (34%).

Task Number	Task Description	Final Year Summary
C10	DWSP Forest Monitoring: Conduct periodic reviews and monitoring of land management activities and forest conditions to assure compliance and consistency with Land Management Plan.	Ongoing as needed. Activities this year included work with a contractor to pilot a remote sensing forest inventory project, specifically for invasive species detection in early spring. Other related tasks included proposal reviews for FY25 and FY26 projects and participation in state lands forest policy development with sister EEA agencies.
C11	DWSP Forest Data: Collect data and maintain GIS datalayers related to forest structure, composition, regeneration, roads, boundary information, stone walls, wetlands, streams, and other data to guide the land management program. Maintain GIS data documenting the location, extent, and intensity of all silvicultural operations.	The project to update and correct many of the regularly used GIS forestry datalayers, taking advantage of the high resolution 2021 lidar flight and deliverables, continued. All other forestry GIS datalayers were kept up to date as well.
C12	New Acquisitions: Assess all new fee land acquisitions, documenting existing conditions of forests, access roads, bridges and culverts, boundary markings, and restoration needs. Integrate these lands into existing GIS datasets and land management, public access, and other watershed management programs.	All newly acquired land were assessed including full mapping of the forest and marking of property boundary lines.
C13	Boundary Marking: Locate, mark, and maintain property boundaries periodically and as needed.	The boundary maintenance program maintained 23.8 miles of property boundary.
C14	Boundary Marking: Develop scope of work and manage contracted property boundary survey work.	A total of six (6) projects were completed this year.
C15	Boundary Monitoring: Document and pursue resolution of all property boundary encroachments. Update Database. Draft encroachment letters for RD to sign.	Rangers continue to monitor and update Encroachment database as reports come in from DWSP staff and the public. Rangers continue to send letters and work with management and landowners for resolutions and compliance. Quarterly update meetings were scheduled with the Regional Director and Deputy Regional Director.
C16	Land Management: Identify, plan, and oversee non-forest or other unique habitat restoration, field reclamation, and maintenance work.	Using EEA Stewardship funding, DWSP contracted out invasive plant treatments in the Smith, Marshall, and Antenirella fields. FSI crew restored turtle nesting habitat at the Parker Pit fields in Holden.
C17	Land Management: Maintain existing DWSP non-administrative fields through regular periodic mowing using DWSP staff and equipment.	All non-administrative fields were mowed in fall 2024 according to the Mowing Plan. A 2025 Mowing Plan was developed and implemented, incorporating field monitoring data and strategies for invasive species management, with related work completed using EEA Stewardship funding.
C18	Land Management: Conduct restoration work utilizing DWSP staff and specialized equipment (i.e., mulching).	Following the identification of 220 regeneration harvest sites needing Forest Stand Improvement, the FSI crew began treatments at Wachusett watershed over the winter. Work is ongoing and will continue into FY26 and beyond.

Task Number	Task Description	Final Year Summary
C19	Land Management: Develop, award, and oversee contracted restoration work; assure performance meets contract standards.	Contracted work consisting of invasive plant treatments was carried out at Smith, Marshall, and Antinerella fields. EEA Stewardship funding was used for the work.
C20	Monitoring: Assess and document conditions on non-forested land; oversee and conduct follow-up work using mechanical and chemical methods to ensure long-term success of restoration efforts.	Assessments conducted on several non-forest sites, resulting in refocusing contracted work on three (Smith, Antinerella, and Marshall fields). Both the Parker Pit fields and Kristoff field were determined to be unfeasible to maintain in open conditions. Parker was bid out for invasive work but not awarded. Kristoff was deemed too heavily infested to attempt control at this time.
C21	Develop, implement, award, and supervise agricultural use permits on DWSP lands.	Agricultural use permits were supervised.
C22	Invasive Plants: Identify, prioritize, and implement terrestrial invasive plant (TIP) control projects in line with the expanded Terrestrial Invasive Plant Management Plan. Respond as needed to newly discovered and controllable TIP populations.	Continued work on TIP updated plan. Continued annual mechanical treatments for selected species at Wachusett. Callery pear identified and controlled near Thomas Basin, along with other invasives. Ailanthus altissima (Tree of Heaven) documented and mapped along the north dike. Invasive plant population coverage assessed in FSI openings, and FSI crew is mapping EDRR species as appropriate. Tracked invasive plant phenology during spring bud break.
C23	Rare Communities Data: Collect data and maintain datasets, GIS datalayers, and related maps and reports of rare and listed plants and communities.	Ongoing as needed, but no new population reports generated this FY. Conducted site walks at bogs in Holden and Sterling this winter with NHESP ecologist.
C24	Rare Plant Monitoring: Monitor known state listed plant occurrences, document new discoveries and provide reports to NHESP.	Ongoing as needed, but no new population reports generated this FY. Native Plant Trust typically conducts monitoring of rare plant populations at Wachusett/Sudbury and sends reports to NHESP, and DWSP is usually informed of these activities.
C25	Forest Data Collection: Continue to pursue permission to expand use of unmanned aerial system (UAS) to document forest conditions, map openings, identify invasive plant populations, assess internal road conditions, and other remote sensing activities.	A contract was established with NV5 to conduct forest inventory and invasive species mapping using LiDAR and hyperspectral data, funded through EEA Stewardship. Phase 1 of the forest inventory data collection was completed by NV5 in June.
C26	Monitor Spotted Lanternfly information and regional observation	Ongoing as needed. Spotted Lanternfly infestations now present in all Sudbury Reservoir watershed towns as of 2024 according to the MDAR Invasive Pest Dashboard. The Town of Holden was removed from the Asian Longhorned Beetle quarantine zone.
C27	Removal of Hazardous Trees	Three contracts were awarded for the removal of a total of 108 hazard trees in both the Wachusett and Sudbury watersheds. Continued to respond to other inquiries regarding potentially hazardous trees on DWSP property.
C28	Forest Monitoring: Maintain deer exclosures and sample vegetation periodically to assess impacts of herbivore browsing.	No activity this year. Fences remain in place.

Task Number	Task Description	Final Year Summary
C29	Monitoring: Conduct field inspections of mapped sensitive resource areas, review YOPs and VMPs, and provides comment for ROW Management projects.	Reviewed P&W ROW 2025 YOP and conducted a field inspection of the Mapped Sensitive Resource Areas. NGrid 1251 ROW Vegetation Management: Reviewed treatment areas with Lewis Tree Service. NGrid E205E ROW Reviewed the NE Power Co. maintenance plan for a DCR Temporary Access Permit Request.
C30	Organize, inventory, and categorize permit, lease, and easement information and enter information into the database.	Staff continued to update records.
C31	Participate in process to transfer lands surrounding Framingham Reservoirs 1 and 2 to DCR Parks.	Significant progress was made in transferring lands to DCR Parks. Letter dated November 4, 2024 was sent by DCR Commissioner to the DCAMM Commissioner. DWSP continues to support work to establish an MOU with a partner for care of facilities at 322 Salem End Rd. Developed framework with Framingham State University, but the school decided to not finalize the agreement. Subsequent conversations with City of Framingham and its Economic Development Corporation may establish a partnership with DCR.
-	D. Wildlife Management	-
D1	Bird Harassment Program: continue program within the Pathogen Control Zone at Wachusett Reservoir, using human presence, boats, pyrotechnics, passive scare devices, and other techniques. Continue to identify and test new harassment techniques.	Daytime observation and harassment in September. Preparations made for evening program which began on 10-15-24. Operated twice per week with one staff member weekdays only. Second staff and additional day added to program on 1-14-25. Program halted on 1-20-25 when ice covered the reservoir. Ice monitored until melting on 3-19-25. Program restarted on a two day per week schedule until ending for the season on 4-18-25 when bird numbers decreased sufficiently. The new Firearms law was reviewed and guidance has been sought from DCR Legal Counsel for pyrotechnic use.
D2	Bird Control: Obtain annual Federal depredation permit for bird removal	Received the DCR-DWSP Federal Depredation Permit from the USFWS.
D3	BHP administration: finalize participant lists, revise program SOP and data collection methods as necessary, evaluate equipment and supplies and purchase new items when necessary, notify abutters, plan and run training/orientation meeting for all participants, and conduct Survival Suit training for new participants. Review BHP data collection in AGOL.	Inventory of supplies completed. Abutter notifications drafted and distributed. The Operations Manual was reviewed and updated. Recruitment notice edited and distributed to staff. Spreadsheets created for staff data, schedules, training. Equipment periodically evaluated to ensure proper working order. Pyrotechnic supplies evaluated for adequacy. Ice cover tracked. Program start notifications were made to Clinton Schools with offer to conduct in school presentations about the Bird Harassment Program.

Task Number	Task Description	Final Year Summary
D4	BHP reporting: Produce a weekly report during active Bird Harassment Program season. Produce an annual report to interpret and analyze program success using criteria such as bird numbers at the North and South Basins, bacteria samples and harassment efforts. Compile selected historic data from past 25+ years for analysis and interpretation in a summary report on the long term success of the program.	Weekly program reports #1 through #19 were completed and distributed and the Final Report was completed.
D5	BHP Administration: Schedule staff for the BHP program to ensure that all positions in the current schedule are staffed appropriately.	Program schedule completed and distributed to staff for 19 weeks of operation. Replacement staff added when needed.
D6	Explore alternatives and determine the feasibility for boat dock improvements to facilitate safer and better winter BHP program operation	We received a DCR innovations awards grant of \$80,000 to install solar panels to power heat trax mats on the gangway and 1/2 of the boat cove walkways. This project will reduce the use of winter deicing materials for water quality protection and improve staff safety while using a renewable energy source. Initial discussions have taken place with DCR statewide engineering group for a final design. Project expected to be completed in FY26.
D7	Gull Roost Monitoring: Observe and document the nocturnal roost of gulls on the reservoir weekly during the months of September- March.	The highest count for the season was 1,479 gulls. The reservoir froze in mid-January, and roost counts were discontinued in the south basin until thaw later in March. Gulls continued to roost in the north basin when small openings in the ice were present.
D8	Gull Roost Monitoring: use a UAS to document the gull roost abundance.	The drone program with DOT was utilized on 9 occasions in FY25 to document the roost. Roosting gulls were monitored in the south basin until ice cover persisted. In Q3, the drone program was moved to the north basin to document ice cover and any remaining openings for roosting waterbirds. The flight on Feb 5th documented that two small openings in the ice were present with a total of 827 waterbirds, including an estimated 185 gulls. The extent of these openings and the presence of birds in them, had not been known prior to the drone flights indicating the importance of this technology for monitoring reservoir conditions.
D9	Canada Goose Control: maintain and reduce goose populations at Wachusett and Sudbury Reservoirs by treating eggs during nesting season to prevent hatching.	Wachusett and Sudbury nests were surveyed and treated between mid-April to early May. At Wachusett, a total of 16 nests were found and 77 eggs treated. At Sudbury, there were 33 nests found and 160 eggs treated.
D10	Canada Goose Control: Implement additional control activities as needed, including coyote decoys, habitat management practices or harassment to limit goose presence. Monitor geese activity on the North and South Dikes.	Coyote decoys were deployed on the dikes seasonally to help deter goose presence. There were between 100 and 1,400 geese present during FY25, with the maximum occurring during the winter freeze.

Task Number	Task Description	Final Year Summary
D11	Regional Gull Monitoring: Identify places in MA where human derived food is available for gulls and work to prevent feeding through educational signage, interaction and enforcement.	Monitoring in known feeding areas continued in FY25, and no new areas with gull activity were noted. Engaged with the public to educate on not feeding the gulls, as needed.
D12	Regional Gull Monitoring: Monitor area landfills for gull presence. Work cooperatively with landfill operators to ensure DEP landfill regulations are being followed.	USDA continued their seasonal harassment. Gull numbers remained low here in FY25.
D13	Regional Gull Monitoring: Monitor waste water treatment plants in Massachusetts that have wires installed to prevent feeding to make sure they function and continue to exclude gulls. Identify other wastewater treatment plants in MA with gulls and work to install wires at those plants.	Regional gull monitoring at WWTP continued in FY25. All previously installed exclusion measures continue to function well.
D14	Gull Feeding: Work with cities and municipalities in MA to educate feeders and/or enforce feeding regulations.	There was no activity on this task in FY25.
D15	Aquatic Mammal Control: Remove beaver and muskrat in the Aquatic Wildlife Pathogen Control Zone at Wachusett and monitor beaver activity in the Watershed.	No beaver required removal from the pathogen zone in FY25. Seven beaver were removed from other areas of the reservoir.
D16	Pathogen monitoring: Analyze aquatic mammals removed from the Pathogen Control Zone at Wachusett Reservoir for the presence of Giardia and Cryptosporidium by sending fecal samples to a laboratory for analysis.	Fecal samples from Wachusett beaver were analyzed in FY25. Two samples from Gates Cove region (outside of the pathogen zone) tested positive for giardia. No samples tested positive for Cryptosporidium.
D17	Beaver Issues: Respond to beaver-caused flooding issues on DWSP property; assess situations and take appropriate actions.	Tenney Pond, Malden Brook, Muddy Brook and Waushacum Brook all had beaver activity that required monitoring and management of dams to lower water level.
D18	Beaver Issues: Respond to private landowner complaints caused by beaver on DCR property, provide technical assistance and issue access permits as necessary.	Provided technical assistance to a resident of Framingham regarding beaver issues adjacent to his property and issued access permit.
D20	Burrowing Animal Control: Respond to problems of burrowing animals on dams and dikes; take appropriate action.	Groundhog activity was monitored in FY25 at the dikes. Five burrows were treated.

Task Number	Task Description	Final Year Summary
D21	Loon Monitoring: Research and manage for common loons on DWSP waterbodies; provide nesting platforms, capture and sample birds for contaminants.	Loon raft deployment began on 5-8-2025 and all eight platforms were deployed on Wachusett Reservoir by 5-12-2025. Four pairs were nesting on Wachusett Reservoir and one pair on another waterbody monitored by DWSP wildlife staff. Necropsy of loons collected at Wachusett were completed. The annual NELSWG conference was held in March of 2025 and attendance to the annual NELSWG subgroup meetings continued. Necropsy of Common Loon Loons are surveyed weekly throughout the nesting season. The 2024 DCR-DWSP Common Loon report is available upon request.
D22	Collect lead tackle and discarded monofilament fishing line	6.71 pounds of lead tackle and 7.3 miles of monofilament line was collected in 2024 to be recycled.
D23	Long-term Forest-Wildlife Monitoring: Continue Annual Amphibian/ Reptile survey using pitfall traps	Amphibian and reptile surveys in the long-term monitoring plots occurred in FY25. Data were analyzed and a report was completed.
D24	Long-term Forest-Wildlife Monitoring: Continue Annual Breeding Bird Survey (BBS)	Breeding bird surveys in the long-term monitoring plots occurred in FY25. Data were analyzed and a report was completed.
D25	Long-term Forest-Wildlife Monitoring: Continue Annual Acoustic Bat Survey	Acoustic bat surveys in the long-term monitoring plots occurred in FY25. Data were analyzed and a report was completed.
D26	Long-term Forest-Wildlife Monitoring: Continue Annual Small Mammal Trapping Survey	Small mammal surveys in the long-term monitoring plots occurred in FY25. Data were analyzed and a report was completed.
D28	DWSP Deer Hunt: Administer the White-tailed Deer Management Program on DWSP lands in the Wachusett and Sudbury Watersheds;	5-year watershed hunting permits continue to be issued as they are submitted.
D29	DWSP Deer Hunt: Publish the applications/permits and prepare and schedule hunter Orientations if needed.	No orientations were needed and there are no changes to the permit structure for 2025.
D30	Deer Density Monitoring: Conduct pellet surveys on DWSP lands to assess populations of deer and moose.	Deer density surveys occurred at Sudbury in FY25.
D31	DWSP Deer Hunt: Analyze results of hunt and publish Annual Deer Report	The Wachusett and Sudbury deer harvest results were analyzed and a draft report was prepared in FY25.
D32	Coordinate with the Massachusetts Natural Heritage and Endangered Species Program concerning rare species occurrences and protection	Wood Island bald eagle chicks were captured, banded, measured and released. American kestrel nestboxes were monitored. Grasslands were monitored for rare breeding bird species. And American Goshawk surveys commenced. All projects were done in coordination with DFW.

Task Number	Task Description	Final Year Summary
-	E. Public Access Management	-
E1	Proactively patrol watershed lands to ensure compliance with DCR regulations and policies. Tally visitor contacts and produce quarterly and annual summary reports that includes a narrative of law enforcement referrals and response. Conduct trend analysis on visitor statistics and rule violations.	Visitor Contacts: 14,709 Total Witnessed Violations: 1,079 Total Unwitnessed Violations: 63 Parking Tickets: 13
E2	Continue to cooperate with state, environmental, and local police for assistance with enforcement when required.	The Rangers continued to cooperate with all police, fire, emergency personnel and MWRA security when required. Mass State Police assisted with security for the Fall and Spring Dam openings and the Mass Environmental Police assisted with Opening Day of Fishing. State or local police assisted Rangers or Rangers assisted them on 8 occasions from April through June for issues of trespassing, swimming, vandalism, locating a suspicious individual and a criminal offense.
E3	Continue to use DCR social media accounts for advertisement of interpretive programs, including general or emergency information (such as closings).	Program information releases for Interpretive programs and press releases for special events and alerts were approved by the DCR Communications team and sent to media.
E4	Develop public outreach regarding allowed uses on DCR Wachusett lands.	Rangers continue to post seasonal flyers and update signage in areas when requested and suggested. Rangers hosted the Dam Day and hike was provided by other DWSP staff. Visitors can ask questions about the use of Watershed lands to Ranger staff when encountered on daily patrols. Rangers continue to conduct educational programs with schools, groups and at watershed community events.
E5	Continue updates and improvements to access points with signs, gates and improved parking areas. Conduct regular inspections of gates and access barriers.	Rangers inspected the conditions of parking areas, walkways and gates and adjusted and replaced signage when necessary. Additional signs were created for the Quinapoxet River due to the dam removal project and trespassing anglers.
E6	Regularly evaluate and modify policies within the current Public Access Plan and publish annual appendices with policy modifications or to regulate new proposed uses on DWSP lands.	An addendum to the Wachusett Reservoir Watershed Public Access Plan was submitted in April which clarified the policy on wading in the Quinapoxet River and prohibited locations due to the Quinapoxet Dam removal. Tables within the plan were also updated.
E7	Continue to conduct "special operations" such as night operations, ATV, and snowmobile operations, as needed.	Rangers continued to conduct specific operations at areas that need addressing for ongoing issues, Shaft 1 patrols were increased due to increase in trespassing activity. Rangers conducted early morning and night patrols in the hours when rangers are typically not on duty to observe the off-hour activity as needed. Rangers have continued to conduct multiple 'dog enforcement' days.
E8	Enforce rules and regulations of 313 CMR 11.09 through education.	Visitor Contacts: 14,709 Total Witnessed Violations: 1079 Total Unwitnessed Violations: 63 Parking Tickets: 13

Task Number	Task Description	Final Year Summary
E9	Implement Public Access Plans for Wachusett and Sudbury Reservoir Watersheds	Ongoing
E10	Complete an ADA accessible walkway at the dam promenade.	The ADA walkway, handicapped parking spaces, ramp and curb cut were completed this FY and many compliments were received at the Fall Dam Day. A news article was published by MassLive about these improvements.
E11	Develop a sensory trail.	A new welcome kiosk and bulletin case at the Sensory Trail was installed in Q4. Supplies were purchased for future additions and programming. Monthly accessible outings have been scheduled.
	F. Watershed Security	
F1	Maintain an active presence in the watershed. Monitor watershed lands, roadways, and railways for unusual or suspicious activities; provide appropriate response.	Rangers continue to proactively patrol all watersheds lands and monitor roadways and gates.
F2	Continue ongoing communication and coordination with local, state, and federal emergency responders; coordinate with MWRA on all security issues.	The Rangers continue to cooperate and coordinate with all police, fire, emergency personnel and MWRA security when needed.
F3	Continue program of enhancing security infrastructure around Wachusett Reservoir.	Rangers continue to make suggestions on improvements to infrastructure around the Wachusett and Sudbury Reservoirs. Rangers monitored areas of suspicious activity with trail cameras.
F4	Inspect, maintain, and monitor gates, barways, and signage throughout the watersheds for security and access control.	Ongoing, rangers continue to submit work orders when necessary if inspections warrant it.
F5	Replace existing rules signage with updated rules signage that incorporates DEI initiatives and includes the updated MEMA dispatch phone number.	This is on hold due to the agency brand refresh initiative.
-	G. Infrastructure	-
G1	Assess Wachusett and Sudbury dams, spillways, and dikes monthly, monitor conditions and maintenance activities, and prepare work requests as necessary. Forward all significant issues to the Regional Director and the MWRA. Coordinate with MWRA on biannual dam safety inspections for compliance with 302 CMR 10.00.	Monthly observations were recorded and sent to MWRA and management. Biannual dam safety inspections were conducted and findings were submitted to MWRA, management and Office of Dam Safety.
G2	Assess DWSP smaller dams semi-annually, monitor conditions and maintenance activities, and prepare work requests as necessary. Coordinate DCR's role in dam removal projects.	Staff continues to perform assessments and submit work orders for maintenance activities. Staff also worked with MWRA and their contractor to address the removal of the Quinapoxet dam.

Task Number	Task Description	Final Year Summary
G3	Work with DER to develop plans and permit the Malden Brook restoration project	Work continues on this project. A peer review was conducted for the draft plans and supporting calculations. The team reviewed the comments from the peer review, met regularly to discuss the project, and is moving towards the permitting phase.
G4	Conduct annual inspection/evaluation of Wachusett internal roads, parking lots, drainage structures, shoreline access points; update GIS data layers as needed and develop list of maintenance and repairs needs.	Road and infrastructure inspections were regularly conducted. Maintenance activities were performed as needed. Staff is working on upgrading the Gates Road and Thomas Street parking areas for eventual paving and drainage improvements.
G5	Develop annual plan for internal road repair/reconstruction projects. Provide oversight to ensure protection of water resources. Update trails GIS datalayer.	Maintenance addressed various issues including rutting inside Gates 8 14, 30 and 35. Staff has been working to convert degraded gravel water bars to conveyor belt water bars.
G6	Conduct regular inspections of all DWSP BMPs, monitor conditions and maintenance activities, prepare work requests and plans for maintenance and repair projects.	Inspections were conducted at regular intervals and after major precipitation events. Maintenance activities were conducted and sediment was removed and shipped out of the watershed. Parts were ordered for upgrades/repairs to existing structures for next fiscal year.
G7	Design and oversee installation of drain valves from forebays at Gate 25 and WB10	Parts have been purchased. Need to discuss whether the work is done by staff, or have a contractor complete the work.
G8	Evaluate Sudbury watershed access, internal roads and develop work plan, as necessary.	Road inspections continue. Repairs are made as needed. Work continues to gain permanent access via an easement to the left embankment of the Brackett Reservoir in Framingham (Reservoir #2).
G9	Design Foss Boat ramp off Old Worcester Road	Preliminary design is complete. Permitting will begin in FY26.
G10	Provide supervision, coordination, oversight, and technical support or assistance for all engineering, construction, and renovation work in Section.	The windows were replaced in the Clinton Maintenance Garage. The Ranger Station study was provided and is being reviewed to develop plans for future improvements. The solar cell project for the Boat Cove is in preliminary design stage, with staff discussing options internally.
G11	Maintain records and plans regarding property lines, reservoir and facility construction, and maintenance operations.	Information was researched and provided as requested.

Task Number	Task Description	Final Year Summary
G12	Implement annual Major Projects	Due diligence was conducted and all possible avenues were explored for several of our major projects this FY that could not happen. The Iron Horse fabric structure contract was out of value and we received no bids on the installation of a diesel tank for the Clinton maintenance yard. We were able to replace the garage windows in Clinton in lieu of these other projects. A Ranger Station building envelope study was performed, permitting for the Route 110 direct discharge project continued, the ADA walkway at the dam was completed and major purchases were made. Regular meetings were held to discuss major project progress and budget status.
G13	Oversee installation of replacement fence on North Dike	All fencing along North Dike has been replaced at this time.
G14	Develop scope and oversee consultant evaluation of Ranger Station building envelope	Study was completed. In process of developing timeline to address recommendations.
G15	Oversee Stillwater Farmhouse roof replacement	Office of Cultural Resources is looking into funding availability for house roof replacement. New roofing maintenance contractor will provide quote in FY26.
G16	Oversee demolition of Grove Street garage	Demolition is complete. When grass takes root, will notify Conservation Commission to close our Order of Conditions and obtain Certificate of Completion.
G17	Layout and oversee Old Stone Church shoreline wall and rain garden construction	Project is substantially complete. All that remains is addition of topsoil and grass seed on flat areas of the site.
G18	Evaluate and coordinate the monitoring of facilities for compliance with state and federal regulations. Develop and update required documents, as necessary	Worked with contractors to ensure ASTs are inspected and maintained regularly. Revising existing training for compliance with SPCC.
G19	Coordinate with WM to provide access to water quality monitoring stations and snowpack measurement sites. Perform occasional maintenance activities at stream gages.	Site maintenance was completed throughout the year, as needed. Some delays occurred, but it did not affect ability to monitor/collect samples.
G20	Coordinate and oversee the SPCC program. Conduct quarterly inspections, testing and training as needed.	Visual inspections were conducted. No testing was performed this fiscal year. Informal trainings were performed in the field during visual inspections.
G21	Coordinate O/W separator and tight-tank maintenance	No maintenance was necessary. Staff will discuss the need to upgrade or replace the oil/water separator if Bay 5 of the garage is converted to a wash bay for vehicle and equipment washing.
G22	Evaluate and update, as needed, the Facility Operations and Spill Response Plan for the Wachusett Recycling Center	No updates or revisions were made to the plans for the facility.

Task Number	Task Description	Final Year Summary
G23	Maintenance of forest roads, dams, dike, fields, parking areas, drainage structures , snowplowing, boat launch areas, and other management activities.	Ongoing.
G24	Prioritize and schedule online workorders for division staff and add to daily work plan.	Ongoing.
G25	Assist division staff with specific workorders as needed.	Watershed Maintenance staff completed 168 Work Orders in FY 25.
G26	Maintenance of grounds at MWRA facilities as needed. Clinton (Cosgrove), Oakdale (Shaft One)	Ongoing.
G27	Conduct building maintenance activities, including painting, carpentry, cleaning, minor repairs, and other routine maintenance	Multiple building projects/repairs completed, repairs done as needed, all preventive maintenance being completed accordingly. Up to date on all building checks and required inspections.
G28	Inspect all Wachusett facilities, buildings, related structures and building utility systems. Determine needed costs of materials for maintenance, repair and replacement of parts as needed.	All repairs are being completed as time and funding allows.
G29	Assess and develop plan for Decarbonation of facilities, per EO#594. Building upgrades.	A productive year with decarbonation progress. Three Level 2 EV Charging Stations were installed at JAH. JAH Building Study continues, DHK provided a Draft Study document, which is under review by the DCR Building Study Team. With LBE Grant Money, we purchased a EV UTV to minimize fossil fuels and purchased wildflower pollinator seeds to seed a 2acre piece of property in Thomas Basin, this will reduce the amount of mowing and use of fossil fuels.
-	H. Watershed Protection Act	-
H1	Continue implementation of the WsPA. Review and process all WsPA applications. Enter data in the ArcGIS WsPA database. Prepare and issue decisions within timeframes as required by the regulations. Perform site visits for all active WsPA construction projects regularly to ensure compliance with decisions. Enter data in the ArcGIS WsPA database.	Total of 41 new projects were received, reviewed, and entered into the database this fiscal year. Decisions for some of the projects are still under review, either waiting for more information or for public hearing dates. Construction sites were monitored on a continuous basis. .
H2	Perform site visits and/or review submitted information for WsPA projects that have ongoing or perpetual monitoring conditions. Work with property owners to resolve issues. Enter inspection information in the WsPA ArcGIS database.	Received pump out records and monitored sites with ongoing conditions that require no alteration of critical resource areas in perpetuity.

Task Number	Task Description	Final Year Summary
H3	Respond to and/or identify any potential WsPA violations. Work with property owners to resolve issues. Enter data in the ArcGIS WsPA database (as identified in SOP).	Interaction with property owners that have WsPA violations continues to provide good opportunities to educate the public on WsPA and the importance of water quality.
H4	Convene the Watershed Protection Act Working Group regularly to discuss policy and address specific problems related to the WsPA	WsPA related staff throughout DWSP communicated regularly throughout the year by email, phone, and Teams to ensure consistent implementation of the regulations. Two in-person meetings were held this year inf the first and third quarters.
H5	Review permits for watershed towns on a monthly basis with letters sent to property owners of affected parcels.	Review of town agendas and minutes continued to be an important way to learn of proposed projects in the watershed that may impact water quality.
H6	Review property transfers for seven towns on a monthly basis with letters sent to new property owners of affected parcels informing them of the WsPA and how they may obtain additional information.	Continued sending letters and helpful brochures to new homeowners in WsPA jurisdiction.
H7	Review files from previous year on an ongoing basis, including contact with owners and site visits as needed. Emphasis placed on monitoring active variances.	Continued monitoring 2024 construction projects and keeping tabs on the sites where construction has not commenced yet.
H8	Visit all unresolved variances, determinations, and advisory opinions and determine status. Resolve if possible, request action if needed, and refer violations to legal department	Continued working on the unresolved projects. Had success at the old Shell Oil Storage Facility property with alteration being removed from the Primary Protection Zone.
H9	Develop a WsPA Pond/Lake brochure for pond and lakeside communities and associations.	WsPA and lakefront property webpage is now available with ways you can protect water quality, information and helpful tips..
H10	Contact Town Halls on a regular basis to ensure access to WsPA Affected Parcel Lists and provide paper WsPA maps as requested. Also provide any updated brochures and applications.	Watershed towns have the updated lists of WsPA affected or potentially affected parcels. Towns have not requested any paper maps this year.
-	I. Education and Outreach	-
I1	Implement the Wachusett Interpretive Services Plan; amend as needed.	Goals and programs were evaluated and improvements continue to be implemented.
I2	Coordinate Educational and Outreach programs, develop and present programs, advertise public programs using DCR social media accounts as necessary and create non-personal media.	83 programs were offered this year with the attendance of 1,921 (874 adults and 1,047 children). Dam Day attendance of 1,620. Total including Dam Day 3,541. Watershed Wednesdays highlighting DWSP program concluded at Headquarters John Augustus Hall, and presentations were taken to various sites such as Historical Society and Public Library locations to increase community participation. A new loop video of the Watershed Protection Program highlighting staff activities was created and used for display at information tables, outreach events, and career fairs and is shown in the headquarters lobby.

Task Number	Task Description	Final Year Summary
I3	Develop public outreach regarding allowed uses on DCR Wachusett lands and conduct watershed, wildlife, forests and history education programs in the local schools using current curriculum standards.	Outreach has expanded with field trips for public and private schools, scout groups, and universities. Engaged with watershed communities through participating on Town clean ups, Touch-a-Truck events, information tabling events, Science Fair, and Career Fair.
I4	Participate in state-wide agency initiatives, partner with other organizations, maintain relationships with Secretary's Advisory Group on Environmental Education (SAGEE), Massachusetts Environmental Education Society (MEES), curriculum coordinators, libraries, community groups and non-profits.	Participated in DCR initiatives that attracted new participants and community involvement. The Sept- April Hiking Series attracted new watershed residents as a way for them to get acquainted with the community and understand the importance of local natural resources inspiring watershed stewardship.
I5	Maintain and enhance kiosks and bulletin boards throughout the watershed update as necessary highlighting water supply, cultural and natural history of our properties; at least 4 times/year; obtain quotes, develop materials and replace (1-2) 4-sided kiosk with panel signage incorporating DEI initiatives as appropriate.	Professional interpretive wayside bulletin cases were installed at Gate 8 and the Mass Central Rail Trail- Sterling section as we continue to replace our outdated 4-sided kiosks.
I6	Perform inventory of signage and make recommendations for improvements and additions of stewardship signs	Rangers completed an inventory of Intake zone signage locations that need replacing. Plan to purchase/replace when brand refresh signage guidance is available.
I7	Assess interpretive and safety needs and allowed uses on watershed lands with respect to trail and other signage.	Rangers have posted seasonal and permanent signage around the Reservoirs. Shaft 1 fencing has permanent and temporary signage posted for No Trespass areas in handicap fishing area.
I8	Provide IS review and participate in approving and designing interpretive signage and printed materials using DCR standards and guidelines.	Printed materials prepared and checked for consistency.
I9	Develop requirements and expectations for non-personal interpretive media such as brochures, signage, exhibits, displays, etc.; to ensure that media is appropriate, thematic, and high quality.	Checked signs and flyers for readability with consistent font.
I10	Provide educational materials, teacher training, and support for Mass Envirothon and assist with preparation and logistics for annual competition	Presented workshops and created a Stormwater StoryMap for the Envirothon website. Provided the Water Station test at the Envirothon Competition May 22 at Borderland State Park.
I11	Maintain and update the DWSP website to provide information and resources for the public. Update website education pages with teaching resources, school programs, and field trip menu.	Website updated regularly with public access, forestry, Interpretive Services programming, and Watershed Protection Act materials. Staff working diligently to meet Americans with Disabilities Act requirements that all content meet accessibility standards.

Task Number	Task Description	Final Year Summary
I12	Research and plan for additional archival display cases to provide some historical perspective and educational value to the Historical Objects from DCR Archives. Develop public event showcasing items.	Items have been placed and display is complete with plans for periodical updates. Items are available to showcase when meetings and presentations are held at John Augustus Hall.
I13	Create, evaluate and revise Property Interpretive Profiles for all areas within the Region. Continue to develop and implement the Stillwater Farm Operational Plan.	Monthly Open house and Bio Blitz are scheduled for May- October. Homeschool classes scheduled for Fall and Spring. Indoor displays and self-guided activities have been updated. Native plants were added to create a natural fence around old farm equipment.
-	J. Water Quality and Hydrologic Monitoring	-
J1	Perform routine tributary sampling twice per month (bacteria, turbidity, field parameters) (WATTRB)	All scheduled sampling was completed for the year. Samples were collected twice per month.
J2	Perform Nutrient, Chloride, Alkalinity and TSS sampling every month at 10 tributaries, including field parameters (and Shaft 1 when Quabbin transfer is active.) (WATMDC)	All scheduled sampling was completed for the year. Samples were collected once per month.
J3	Regular data review, processing, and upload of water quality and hydrologic data to Water Quality Database. Scanning and filing of all paper Chains of Custody and field sheets.	All FY25 data was reviewed, processed, and imported to the water quality database. Field sheets and COCs were scanned
J4	Conduct reservoir bacteria transect sampling (WATTRN) as needed in conjunction with gull harassment program.	Completed as expected, ongoing
J5	Produce annual water quality report and document changes to sampling plan in the report.	99% complete. Will need to address final comments in July
J6	Produce and distribute a monthly water quality summary and a monthly Quality Control summary (internal)	Completed as expected, ongoing
J7	Maintain continuous stream flow gages in all four watersheds through USGS contract (JFA). Coordinate with USGS to ensure proper performance of all gages, and accurate and timely reporting of data.	Completed as expected, ongoing
J8	Coordinate with MWRA labs on sampling projects, including modifying sampling plans (analytes, methods, locations, frequency), delivery of bottles and Chains of Custody, and distribution of laboratory results	Completed as expected, ongoing. New QC procedures implemented for E. coli blank and duplicate handling at MWRA lab to prevent mix ups and confirm results.

Task Number	Task Description	Final Year Summary
J9	Augment hydrologic data in Wachusett watershed through monitoring of stream flows, groundwater levels, and precipitation. Take snow pack measurements (seasonally) and distribute results in standardized report. Report monitoring times and water depth of Sterling Well to USGS.	Completed as expected, ongoing
J10	Conduct reservoir profile and plankton sampling at least weekly from April - September and every other week from October - March when ice conditions permit. Conduct additional sampling in accordance with the current Phytoplankton Action Plan. Use remote sensors (MWRA Buoys) to inform sampling program.	A total of 117 phytoplankton samples were analyzed this fiscal year. 43 profiles were collected in conjunction with phytoplankton and nutrient sampling.
J11	Conduct quarterly reservoir nutrient sampling	All seasonal nutrient samples were successfully collected this fiscal year.
J12	Develop and maintain accurate rating curves by measuring stream discharge two (or more) times per year per site; Confirm or update ratings annually.	This task was not completed due to staffing changes. New staff were trained in FY25 and one discharge measurement was completed.
J13	Maintain Water Quality Monitoring stations on 7 primary tributaries. Maintain HOBO/Mayfly sensors and manage associated data. Maintain control structures, survey staff plates every 2 years)	Mayfly and HOBO sensor stations maintained. Malden Brook mayfly board was replaced due to logging failures. Staff plate surveys were planned for 2025, but will be completed next year.
J14	Monitor groundwater quality monthly (field parameters).	Completed monthly, aside from November due to staffing changes, ongoing.
J15	Identify and outline system-wide water quality issues and challenges. Bring to ResOPs and/or WQSAT for discussion and integrate into water quality analysis/modeling work with UMass.	MWRA and EQ staff met every other month to discuss water quality data and monitoring. Quinapoxet Dam removal monitoring, data sharing, OMMS updates, Wachusett Chloride loading calculations, and collaborative sampling to support MWRA UMass ISA research.

Task Number	Task Description	Final Year Summary
J16	Continue to work to reduce applications of road salt in the watershed and prevent additional increases in chloride concentrations in tributaries and the reservoir through multiple initiatives that DWSP has developed, including: Training and outreach, improving our own salt use and adopting best practices, collaborating with research partners at UMass and the Interagency Salt Working group, improving water quality data collection, and implementing a matching salt reduction grant program.	Met with Rutland and Paxton DPW directors to share salt pile educational signage, discuss the salt grants, impacts of salt training, and challenges the towns face to salt reduction. Collected salt totals for towns, DCR and MassDOT for the Wachusett watershed. Baystate Roads Winter Snow and Ice Operations training held at JAH on November 25, 2024 for 19 attendees from Paxton, Holden and Petersham DPW as well as Quabbin and Wachusett DCR staff. Received four salt reduction grant applications for FY25; awarded all four grants requests: Sterling \$16,583 for a closed loop smart spread controller and four flexible plow blades, Holden \$20,000 for ground speed controllers for medium and heavy duty trucks, Rutland \$20,000 towards the cost of a new town salt storage building, and Paxton \$4,200 to purchase one flexible plow blade. A Make your Own Brine workshop was hosted for the public at JAH on 12/18/2024. A new two sided salt smarter brochure was developed that addresses tips both for the general public and also municipalities. This new brochure was printed and distributed and was available at the Mass Waterworks booth at the Mass Municipal Association Conference in January. Baystate Roads contacted to plan for setting up snow and ice training for the fall of 2025.
J17	Improve data collection by gathering conductivity/chloride data throughout the watershed to improve the understanding of the magnitude and spatial variability of chlorides.	Completed as expected, ongoing. Summary memo was completed in FY2024.
J18	Continue to implement a Salt Reduction grant program (matching funds or reimbursements) to support new technologies or improved protocols for Wachusett watershed communities	The FY25 Salt Reduction grant RFR and application template were updated. The informational flyer for the salt grant program was updated and shared with eligible towns. Received four qualifying applications: Holden (\$20,000 for eight ground speed controllers); Paxton (\$2,100 to upgrade the plow blade on their ten wheel dump truck); Sterling (\$16,583 for closed loop spreader and flexible plow blades); and Rutland (\$20,000 for a salt shed). Total of \$58,683 in grants were approved. Paxton, Holden and Sterling completed contract process and successfully submitted request for reimbursement. Sent messages to Rutland to request all paperwork necessary to complete grant contract.
J19	Continue reservoir-wide data collection to increase understanding of reservoir dynamics including stratification, interflow, and distribution of phytoplankton.	Profile and plankton data was collected outside of routine locations to better understand distribution of cyanophytes. Surface samples were added to the routine weekly sample collection during the summer season to scan for the presence of cyanobacteria.

Task Number	Task Description	Final Year Summary
J20	Continue monitoring stormwater basins at Rt 12/140 and Rt 62 intersection for water quality, algae, invasive species, and mosquito larva.	6 Monitoring visits were made to document conditions in stormwater basins during the growing seasons. No issues with mosquito larvae, invasives, or cyanobacteria were observed.
J21	Review, process, and import all aquatic biology data to the SQL Server Database, as appropriate. Maintain all Aquatic Biology data management workflows	All data were reviewed and imported to the water quality monitoring database or ArcGIS online.
J22	Continue to develop and maintain database backed tools and applications (R,GIS,MS Access, SQL Server, AGOL Apps) to facilitate water quality data management, review and analysis, writing reports and modeling efforts.	All applications were maintained and actively used for all of FY2025 such as WAVE, WIT, TribTools, with minor updates and bug fixes in each. Developed new data broker system to process and import Survey123, NOAA and USGS data, both on automated schedules and manually. New staff were set up with applications and several improvements/but fixes were made throughout the year.
J23	Field and laboratory equipment maintenance and calibration; Management and inventory tracking of field/lab equipment and supplies.	YSI Pro Quatro devices were calibrated regularly, always within 1 week of usage. HACH turbidimeter calibration was not done correctly until December 2024. This was discovered during audit. Staff were retrained on correct procedures. Calibration checks did indicate that the device was reading accurately and data can be considered reliable prior to December.
J24	Review and update Quality Assurance Project Plan (QAPP) and SOPs for Water Quality and Hydrologic Monitoring Programs	All SOPs were reviewed and updated.
J25	Continue to work with MWRA, Quabbin EQ, NEIWPCC and other stakeholders to characterize cyanobacteria and cyanotoxins in the reservoir.	Biologists routinely collected samples from the reservoir for MWRA for cyanotoxin testing. Arrangements for opportunistic cyanotoxin sampling were made with MWRA, but have not yet been necessary. Surface samples were also added to the routine weekly summer sample collection to scan for the presence of cyanobacteria. Elevated levels of cyanobacteria did not present any water quality concerns this fiscal year.
J26	Complete and implement a plan for Harmful Algal Bloom response.	An internal guidance document was created titled Cyanobacteria Monitoring and Resources for the Wachusett Reservoir and Watershed, which will be used to plan for, monitor, document, and respond to cyanobacteria events.
J27	Monitor for HABs in the reservoir and priority watershed ponds using appropriate tools outlined in the HAB response plan. Work with DPH and DEP as needed.	Monitoring continued with routine weekly sampling. Small, isolated aggregations of Dolichospermum were observed in August 2024 but dissipated quickly. Reports of potential cyanobacteria blooms in watershed ponds were investigated by biology staff. Samples were collected for investigative purposes, but no HABs were observed.

Task Number	Task Description	Final Year Summary
J28	Investigate and implement use of remote sensing tools for monitoring water quality in the reservoir and watershed impoundments, specifically for cyanobacteria and AIS.	Biology staff continued use of remote sensing tools including wildlife cameras, satellite imagery, and profiling buoys to monitor water quality in the reservoir and watershed. Reservoir and local water body ice extent was monitored throughout winter season using satellite imagery. The EPA's CyAN application is also being used to detect potential cyanobacteria blooms in the reservoir and watershed. Detections of elevated chlorophyll a reported by the CyAN app are investigated but no significant detections were made this fiscal year.
J29	Conduct benthic macroinvertebrate sampling every other year, continue identification and assessment of historic samples.	No sampling was scheduled for this year. Staff are investigating options for analysis of samples in conjunction with Climate Change Vulnerability Assessment funds and met with MassDEP to discuss DCRs historic and ongoing work, available data, contract options, and potential collaboration.
J30	Continue cooperative study of current population status, life history, and sustainable yield of lake trout.	The Lake Trout mark and recapture study was conducted on three nights in October in cooperation with MassWildlife. 103 new tags were deployed, 12 fish from previous years were recaptured, and 5 fish were not tagged. The largest fish captured weighed over 16 pounds, and measured over 3 feet long. This collaborative effort between DCR-DWSP and MassWildlife generates population data including growth curves which are used to estimate the yield of harvested fish reported in the Creel Survey.
J31	Conduct basic fish monitoring in the reservoir and watershed in collaboration with MA DFW. Assess goals and explore optimal sample methods with MA DFW. based on the results of the lake trout study and Creel Survey.	Biology staff cooperated with MassWildlife for seasonal fish monitoring tasks. Backpack electrofishing for salmonids in the Stillwater River and Gates Brook was completed in September and stocking the Reservoir with Rainbow Trout occurred in spring. DCR provided assistance and access and enforced decontamination protocols when appropriate. MassWildlife provided the results of the Lake Trout study to biology staff for analysis and annual reporting.
J32	Analyze results of the 2022 Creel Survey and produce a report comparing these results with previous surveys and presenting recommendations for further fisheries management/research.	Data analysis scripts were written in R to streamline future reporting. A final draft of the Creel Report was completed and is under review.
J33	Develop a study to identify trends in the long-term phytoplankton and water quality data sets and identify variables influencing these dynamics.	Although a form analysis plan has not yet been developed, analysis of trends is conducted on an ad hoc basis when phytoplankton concerns arise.
J34	Make recommendations for stormwater sampling based on historical data. Sample storm events as determined necessary.	This task is low priority and on hold until staff time becomes available to work on it.

Task Number	Task Description	Final Year Summary
J36	Assist with monitoring and research surrounding perspective and ongoing dam removal/riparian habitat restoration projects.	Biology staff coordinated a freshwater mussel translocation in September with MassWildlife, DER, and several volunteer organizations. The effort was successful in moving 1,536 Eastern pearlshell mussels (<i>Margaritifera margaritifera</i>) out of the work zone ahead of the Quinpoxt River Dam removal. Biology staff also maintained attendance at Edwards Pond/Malden Brook Dam removal meetings with DER and Civil Engineering and is assisting with permit preparation.
-	K. Watershed Monitoring and Assessment	-
K1	Continue to review local records and conduct watershed surveillance to identify potential issues in the Wachusett and Sudbury watersheds that could impact water quality. Work with local boards and land owners when problems are identified. Document all work in EQ database.	As part of the Watershed Monitoring and Surveillance Program, 21 EQ files were created and 128 field site visits were conducted and the details added to the EQ database.
K2	Provide technical assistance to state and municipal boards and commissions.	Minutes and agendas for Princeton, Boylston, West Boylston, Sterling, Holden Clinton and Leominster Conservation Commissions were reviewed and relevant issues were referred to appropriate DCR personnel.
K3	Maintain records of all water quality related issues and EQ actions taken within an updated and modernized AGOL database.	A total of 41 EQ file log updates for status changes were made in the EQ database for the Wachusett and Sudbury Watersheds. Wachusett Watershed: Active Files: 13; Watch Files: 20; DEP Monitoring Files: 22; Resolved Files: 702. Sudbury Watershed: Active Files: 4; Watch Files: 0; DEP Monitoring Files: 3; Resolved Files: 122
K4	Manage the Wachusett Watershed Hydrology Mapping Project to ensure progress towards completion within selected sub watersheds and subbasins by verifying, revising and mapping structures and conditions in the field using observations, plans and any information available from towns or other outside sources.	More than 1,800 hydro structures were connected this year. Overall, the Wachusett watershed hydro structures are now 94% connected to the stream network, with 6,964 of 7,382 connections made. It is anticipated that the goal of 95% connectivity will be reached early next fiscal year. Reservoir Subwatershed stormwater mapping completed to 91% (1,153 out of 1,268 storm drains connected). Gates Brook Subwatershed stormwater mapping completed to 93% (670 out of 722 storm drains connected). Quinapoxet Subwatershed stormwater mapping completed to 94% (3,460 out of 3,689 storm drains connected). Attribute information completed for three feature classes: Drainage Structures, Stormwater Infrastructure and Stormwater Basins within both subwatersheds.
K5	Create flow paths within the Wachusett Watershed Hydrology Mapping Project by verifying stream flow direction and connections, routing flow paths through wetlands, waterbodies, and stormwater basins, and creating a flow network with a terminal discharge point.	Attribute information was completed for two feature classes: Wetlands and Waterbodies, Natural Hydrography within the Quinapoxet Subwatershed as well as single flow paths created for each tributary. Attribute information updates ongoing same two feature classes within the Wachusett Reservoir and Gates Brook Subwatersheds.

Task Number	Task Description	Final Year Summary
K6	Complete Stillwater District EQA and use recommendations to develop tasks for FY26 Work Plan.	Recommendations made in the Stillwater District EQA will be used to develop tasks for upcoming Work Plans.
K7	Monitor hazardous materials spills and releases until considered complete for Wachusett and Sudbury watersheds. Compile and update hazardous materials sites, USTs and ASTs. Follow up with DEP as needed.	Five new releases in Wachusett Watershed this year. Four new releases in Sudbury Watershed this year. All active release sites are still being monitored regularly.
K8	Inspect all agricultural operations in Waushacum Brook District and continue to compile an inventory of agricultural sites in Wachusett/Sudbury using iPad app	All Agriculture sites in the Stillwater River District were monitored. Two new Agricultural sites were added to the database this year.
K9	Develop and implement outreach strategies and programs for topics identified through EQAs, such as partnering with watershed businesses such as breweries and golf courses for clean water signage and outreach assistance.	“Clean Water Makes Great Beer” Outreach Posters and Coasters were designed, completed, and distributed to the Breweries and Businesses in the Wachusett Watershed for educational outreach. This effort was highlighted in the MassDEP In the Main newsletter for public water suppliers. Additional Golf Course Outreach letters sent out to the Wachusett and Sudbury Watersheds. Brochures were restocked at all Watershed Town Halls. BMP outreach letters were sent to golf courses in both Wachusett and Sudbury Watersheds. Provided DWSP Salt Education cards for the Mass Municipal Annual Conference.
K10	Monitor placement and additions of turf fields in both watersheds and remain up to date on all research and studies of PFA concentrations resulting from turf fields	No known new placement or plans of turf fields within either watershed at this time. Several staff attended the MACC webinar on PFAs, turf fields and permitting.
K11	Develop an inventory of businesses and land uses in the Wachusett watershed that are at greater potential to have PFAs on the property.	The data layer and accompanying workflow document on how to add new entries to the inventory are complete. EQ staff will review the document and add a new record to the attribute table to create a new potential pollution source.
K12	Continue to communicate with MassDOT on roadway projects. Emphasize need for contractor to maintain safe conditions at all times. Investigate possibility of requiring contractor to have absorbent materials at work area for the duration of the project.	Monitored 1 roadway project CGP-WACH-175/WA2023-002: Shrewsbury St-Doyle Rd, Holden improvements. Along with other staff, monitored 1 culvert replacement project in the watershed, Campground Rd, Sterling- WA2024-022. Routinely check Mass Project Info for MassDOT projects.
K13	Investigate obtaining approval from the Municipal Conservation Commissions for a blanket Order of Conditions for regular removal of debris and regular maintenance of streams.	Projects with recurring maintenance required will be evaluated for a blanket OOC as they arise.

Task Number	Task Description	Final Year Summary
-	L. Aquatic Invasive Species	-
L1	Implement the DWSP AIS action plan by following the framework for monitoring and making decisions regarding current and new AIS threats across the watersheds.	Wachusett and Quabbin staff collaborated on the DWSP AIS Management and Response Plan. This document consolidates previous DWSP plans regarding AIS monitoring and response by summarizing historical responses and presents a framework for monitoring and making decisions regarding current and new AIS threats across the watersheds.
L2	Prioritize and conduct surveys of watershed/local waterways to inspect reservoirs, lakes, ponds, and tributaries for presence of aquatic invasive species.	Surveys and monitoring of actively managed water bodies (Paradise Pond, Clamshell Pond and Lily Ponds) were continued this fiscal year and are detailed below. Watershed pond surveys are conducted every five years and planning for the 2025 effort was undertaken in the spring.
L3	Conduct surveys, gather information, and make recommendations for management actions on an individual basis if/when new introductions are found in accordance with the Wachusett AIS management plan.	No new introductions were discovered this fiscal year. Meetings were held with DCR Lakes and Ponds to discuss AIS status in watershed and statewide. Management of previously discovered populations is ongoing or planned.
L4	Advise on budget for and administer AIS control contracts as appropriate and conduct aquatic vegetation surveys in conjunction with management of invasive species in the Lily Ponds, South Meadow Pond complex, and Clamshell Pond.	Management and monitoring for AIS in the water bodies close to the Reservoir shoreline is ongoing. Surveys of Clamshell Pond indicate that Brazilian elodea has not returned since treatment in 2018 and water chestnut distribution remains low with annual DCR hand-pulling efforts. The Lily Ponds have received fluridone treatment to successfully target brittle naiad the past three years and an Order of Conditions was issued for this ongoing management. Intensive surveys and targeted treatments of AIS in South Meadow Pond continued in FY25 including fluridone treatment for Hydrilla and diquat treatments for Curly-leaf Pondweed.
L5	Continue to use appropriate methods to manage the current population and prevent the spread of Phragmites along the reservoir shoreline.	Staff have continued to document and manage Phragmites on the Reservoir shoreline and in the stormwater basins. Fall management, including cutting, hand-pulling, and seed removal, was completed at all Reservoir locations in September. Two new locations were documented in drainage areas off of Beaman Street. Biology staff have provided updates and discussed management options with NR for Phragmites in the stormwater basins and in the two locations along Beaman Street. A spring survey and cut was completed in an attempt to capitalize on the high Reservoir water level and the effect it may have on limiting Phragmites survival following cutting.
L6	Perform aquatic vegetation surveys in conjunction with reservoir AIS management projects. Provide results to MWRA and contractors to guide plant removal efforts.	The partnership between MWRA and DCR on AIS removal in Wachusett Reservoir continued in FY25. Biologists continued support of removal efforts by maintaining ArcGIS Online tools for data collection from contractors and sharing with project partners. Biologists also inspected watercraft prior to equipment launch and assisted in allocating diver effort.

Task Number	Task Description	Final Year Summary
L7	Monitor, advise, and assist contractors with plant removal operations as necessary, including boat decontamination inspections and data management through ArcGIS Online apps.	Continued use of ArcGIS Online tools for data collection from contractors and sharing with project partners. Biologists inspected watercraft prior to equipment launch and assisted in allocating diver effort.
L8	Enforce the decontamination procedures for all watercraft, dive gear, and survey equipment entering the reservoir by inspecting each vessel and collecting completed decontamination certification forms.	Biologists continued to inspect watercraft and equipment related to contractor harvest operations and local dive team trainings. DWSP boats moving between reservoirs were also decontaminated in-house.
L9	Continue to educate ranger and interpretive staff on AIS for incorporation into routine education programs.	Biology staff gave a presentation on AIS management in the reservoir as part of the Watershed Wednesday program. Biologists also continue to communicate new AIS risks to ranger and interpretive staff as they arise. AIS identification and HABs reporting materials were provided to EQ staff, Rangers, interpretive services, and watershed maintenance staff.
L10	Monitor beaver activity; if necessary make recommendations to NR for removal where contributing to spread of invasive plants or causing water quality impacts due to flooding abutting property.	Observations of beaver activity were included in routine reservoir surveys and provided to NR.
L11	Ensure DWSP AIS web pages are up to date.	Plans to update the web page were included in the Divisional AIS plan and work will be continued in the next FY.
-	M. Wastewater Management	-
M1	Provide plan review to determine compliance with WsPA regulations, if requested, to Boards of Health.	Provided comment/plan review for septic design at 30 Campground Rd, Sterling. Created a file in EQ database, EQ2025-017 for this case. Saved all plans and correspondences on SharePoint folder.
M2	Compile septic system information (installation date, repair date, location, etc.) from watershed communities in wastewater database. Include linked electronic plans where available.	Monitored BOH agendas and minutes of watershed towns. Requested Title V inspection and septic repair data from watershed towns. Received a total of 95 Title V inspection reports and 86 septic repairs data from Holden, Sterling and West Boylston. Updated the septic/sewer tracking info in wastewater database. Reviewed permitPro online database for any septic repairs in Princeton.
M3	Obtain sewer connection information from Holden and West Boylston; add to Wastewater database and GIS datalayer	Recorded 2025 new sewer connection data from Town of Holden into the Wastewater database. Has not been able to get the same information from the town of West Boylston.
M4	Continue to provide management support, with the MWRA, of the Rutland-Holden trunk sewer and Rutland Holden Relief trunk sewer. Coordinate inspections and maintenance projects for the sewer lines. Prepare and submit quarterly bills to the user communities in a timely manner.	The Lieutenant Governor's office has been meeting with the communities to try to resolve the MWRA flow reporting error.

Task Number	Task Description	Final Year Summary
M5	Research and provide sewer management information for legal issues regarding the Trunk and Relief sewer lines, as necessary. Work with legal and MWRA to research the option of transferring ownership of sewer lines to MWRA or the communities (would require legislative action).	Tracked and reported information regarding amounts the sewer communities were billed and what they submitted for payment.
M6	Evaluate and manage new trunk line connections. Monitor trunk line for encroachments; resolve any problems.	Issued one sewer connection permit and utility easement crossing to single family lot in Holden. Worked with MWRA to address easement damage in cross-country section of Holden. Monitored work within sewer easement in Holden recreation area off Salisbury Street.
M7	Monitor I/I issues within trunk and relief sewers per DEP requirements	No subsurface inspections were conducted. No I/I work was performed.
-	N. Stormwater Management	-
N1	Complete design plans, working with Tighe & Bond and MassDOT, for treating direct discharges at Rte. 110 Sterling and work to secure funds.	Tighe & Bond continue to work with DOT and DCR to address permitting issues for the Rte. 110 direct discharge elimination project. Project bidding is expected to occur next quarter in FY26.
N2	Manage contract with Tighe & Bond for preparing final construction documents and permitting for the Direct Discharge Elimination Project at Route 110 Sterling	The Tighe & Bond contract was extended through FY26 to complete permitting and provide project oversight. Due to a minor change to the design based off of permitting review, revisions to the plans and permitting documents were required. An Amended Orders of Conditions from the Sterling Conservation Commission was requested due to the changes.
N3	Work with watershed towns to ensure compliance with MS4 requirements. Provide details of DWSP activities that indirectly support town MS4 requirements (education, sampling, inspections) and provide technical assistance or training of requested.	Provided the watershed communities with information and literature to meet the town MS4 requirements. Salt Smarter, Not Harder signs and literature were provided to the Paxton and Rutland DPWs.
N4	Conduct regular inspections of all construction sites greater than one acre. Record information in CGP AGOL application.	Entered 2 new CGP sites into CGP database this fiscal year (CGP- WACH-189 and 190). Submitted a total of 631 inspection points in CGP database. Updated 27 file logs within CGP database. Checked NPDES database for any new CGP sites within the watershed, weekly. Worked with contractors to rectify any problems within CGP sites.
N5	Continue work with local DPWs to identify locations of concern, evaluate options for BMP installation, and ways to cooperatively implement recommendations.	Continue communication with Watershed town DPW Directors to address stormwater and drainage issues that could lead to water quality impacts. Worked with Sterling DPW to address the drainage issues on Campground Rd and Mortimer Rd. DWSP identified the source for the drainage issues on Mortimer Rd.

Task Number	Task Description	Final Year Summary
N6	Work with the watershed towns to assist with getting funding for priority culvert replacements to improve climate resilience and aquatic habitat. Assist towns with culvert assessments as needed	DWSP staff have asked the DPWs for guidance on what culvert replacements are a priority for them to replace. DWSP can then offer support on providing information on grants that may be available or what culverts may be suitable for potential grant funding.
-	O. Emergency Response	-
O1	Provide and coordinate ICS, emergency response and safety trainings to appropriate staff. Work with other agencies to provide trainings and exercises	Conducted numerous trainings throughout the year, including small boat operations, boom deployment, cold weather response and a simulated spill from a train derailment.
O2	Update information in the Comprehensive Emergency Management Plan, Training & Exercise Plan, EAPs, and other emergency response plans.	Updated info in Training and Exercise Plan, continued working on updating information in EAPs.
O3	Organize and maintain emergency response supplies and services.	Inspected and inventoried spill response trailers. Compiling a list of equipment that needs to be replaced.
O5	Provide and coordinate ICS, emergency response and safety trainings to appropriate staff. Work with other agencies to provide trainings and exercises	Provided training on spill and dump tracking, asbestos awareness, and an 8-hour HAZWOPER refresher. Provided links for staff to attend ICS trainings online.
O6	Evaluate, monitor and oversee spill clean-ups that impact or threaten water resources of DWSP property. Work with appropriate local, state and federal agencies to ensure that containment, cleanup, and mitigation of the spill are proceeding in a manner that protects drinking water quality	All spills were addressed as quickly as possible. There were no major incidents in FY25. Coordination with internal and external agencies took place as needed.
-	P. GIS	-
P1	Configure and maintain both internal and externally facing ArcGIS Online tools and applications. Work with staff to generate new field data collection tools using Survey123, Field Maps or QuickCapture. Maintain existing field data collection tools for staff; maintenance includes archiving of data (as needed) and ensuring that all tools remain functional through upgrades to ArcGIS Online and mobile apps. Encourage collaboration between sections and regions, where possible, when there is overlap of effort and need.	ArcGIS Online continues to be a valuable tool and resource for DWSP staff. The GIS team continues to maintain this environment and the tools build there to ensure staff have the continued ability to efficiently complete work efficiently in the field, generate maps and tables for reports and more. With less than a year to go until the Americans with Disabilities Act Title II federal mandate takes effect, we have taken steps to begin addressing DWSP content to ensure we are positioned to meet the April 2026 deadline.

Task Number	Task Description	Final Year Summary
P2	Manage and publish hosted feature layers, tile layers and tile packages on an as-needed basis to support projects; ensure all data is current and available to staff through the DWSP - Data Store group, and has updated FGDC-compliant metadata. Published data should be recorded within the DWSP Data Inventory (Excel doc. shared via the DWSP-GIS Team). Ensure that all public-facing data has proper metadata added as per the DWSP Metadata SOP and EEA ArcGIS Online Best Practices.	Layers continue to be maintained. The GIS Team has work to do enforcing best practices to ensure that all DWSP content is useful in the long-term. We will work on this over the coming year.
P3	Provide staff with training in ArcGIS Pro either through written workflows, DWSP-led training or access to Esri's training catalog. Train staff in the use of field data collection applications as needed for specific projects. Alert GIS users to free training or webinars, and encourage continued learning.	The GIS team continues to offer and support training (required, optional, self-paced, etc.). In the upcoming FY, we hope to continue this offering to ensure staff can keep up with changes in the technology.
P4	Assist staff with their GIS needs for reports, projects and analysis as needed; this could include, but is not limited to, maps (hardcopy and web), data analysis, statistics, data exports and data collection. Assist municipalities and other partners by providing maps (hardcopy or web), data analysis and data exports.	Provided maps to support projects for both Natural Resources and Engineering staff
P5	Create parcel maps for Land Acquisition Coordinator meetings with landowners and MWRA board. Create and maintain one Story Map for each Land Acquisition Panel meeting, with one section per potential property.	StoryMaps were created for all potential land purchases this year.
P6	Complete GIS-related special projects as needed.	Developed internal StoryMap trainings, created a Wildlife Field Observations app in Field Maps for the NR Department; migrated a Web App Builder app used by the Land Acquisition Program to Experience Builder; migrated the Trail/Road Editing app and the Ware River Unauthorized Trail Editing app from Web App Builder to Experience Builder. Created a new dashboard for the CE section to better facilitate road infrastructure reporting and collaborated with other staff to update public access maps.
P7	Keep current in new and emerging GIS technologies by attending webinars, taking self-paced trainings and attending conferences (where possible).	Attended several NEARC and ESRI user conferences.

Task Number	Task Description	Final Year Summary
P8	Maintain OneNote Notebook "GIS Project Inventory". Update as time allows when new projects are completed or as existing projects change in a significant way. The goal is that this is a "living inventory" that allows DWSP staff to see what others are doing and to serve as inspiration for collaborations across watersheds and/or sections.	No update
P9	Maintain iPad inventory; ensure all devices are loaded into EEA-IT mobile device management system. Ensure iPads are replaced on a rolling 5-year basis from FY of purchase.	iPad inventory was maintained throughout the year.
P10	Assist staff in setting up iPads to work with mobile apps (Field Maps, Survey123 and QuickCapture) and to work with bluetooth GPS units (Bad Elf Pro+ and Arrow 100 GNSS). Provide troubleshooting and assistance as-needed.	Assisted staff with all applications and iPads as needed throughout the year.
	Q. Support	
Q1	Prepare and submit to MWRA and the Water Supply Protection Trust Annual Work Plans, budgets, progress reports, and program goals and objectives. Track Section progress in meeting program goals.	All reports and information were provided to MWRA and the Water Supply Protection Trust throughout the year. Quarterly reports, FY26 work plan and budget and additional information required on the public access management program were submitted.
Q2	Administer the Payment in Lieu of Taxes (PILOT) program.	The FY25 PILOT was \$8,508,793. This figure represents a 0.2 percent increase from FY24 PILOT. FY25 PILOT took into account the addition of 409 acres of land. This is within the estimated increase of between 0.1 percent and 1.2 percent to approximately \$8.5 million - \$8.6 million presented in the FY2025 Work Plan. Wachusett towns received \$3.6 million with \$615,000 paid in "hold harmless" - the difference between amount calculated by valuation*tax rate compared to previous year's PILOT payment (which can never go down). Sudbury towns will receive \$855,000, with a hold harmless amount of \$197,000. Estimates for FY26 show an increase of between 8% to 10.5%, to approximately \$9.2 million - \$9.4 million.

Task Number	Task Description	Final Year Summary
Q3	Operate administrative offices including answering phones, greeting visitors, scheduling interviews, receiving orders for office supplies, updating emergency contacts and other documents as needed. Managing the BHP unit 2, 3 and 9 weekly schedules.	Over 240 external phone calls were answered this FY with inquiries varying from fishing, hunting, public access, Interpretive Services initiatives to name a few. A new Annual Employee Parking Pass Reservation Application was created in collaboration with the GIS Coordinator. Coordinated fleet vehicle annual inspections with division supervisors. Assisted the public with renewing the DWSP 5-year hunting permits as needed. The employee portal and bulletin board information were updated as needed. Assisted staff with office equipment issues, conference/vehicle reservations, etc., assisted with scheduling meeting room reservations, metered all mail and assisted on several interview panels.
Q4	Provide payroll assistance and personnel services for all Section employees and complete all onboarding/offboarding electronic submissions.	Payroll was checked and submitted weekly. Provided onboarding and offboarding of both full-time and seasonal employees. Assisted with fixing payroll and other accrued time errors. Entered all combo codes for overtime worked outside of watershed.
Q5	Provide contract administration, financial management, record-keeping, purchasing of goods and services, and other financial support services.	A total of 244 encumbrances were processed and approved, and a total of 1,046 invoices were paid for Wachusett/Unit 7300. A total of 42 encumbrances were processed and approved, and a total of 52 invoices were paid for NR/Unit 7100. A total of 17 encumbrances were processed and approved for Land Acquisition Due Diligence/ Unit 7100. Posted 44 Combuys Bid Solicitations; of those 44, 38 were successfully awarded, and 6 were closed due to no qualifying bids or insufficient funding. Made 12 Forestry Revenue & Miscellaneous Deposits totaling \$146,260.12.
Q6	Coordinate with EEA IT to provide local MIS support for the Section.	Building-wide Wi-Fi and ethernet cabling project and troubleshooting was completed. Several issues have arisen with GIS and other software due to the age of staff laptops.
Q7	Administer Logging Permit program, including mailings, bid openings, financial management, database management, permit and key issuance, etc.	All timber lot bid openings were held and information recorded in the database. Mailings, financial management, database management and permit and key issuance occurred throughout the year.
Q8	Plan and implement vehicle and equipment purchases and leases.	DWSP-Wachusett continues to purchase new and replace aging equipment. Replaced an aging Freightliner by purchasing a new 2025 Mack 6-Wheel Dump Truck. Replaced two aging Ford F-250s with two new Ford F-250s with plow packages.
Q9	Inspect, provide regular maintenance, and repair vehicles, boats and other motorized equipment, utilizing Fleet Wave system. Maintain up-to-date records of all vehicles and equipment in Fleet Wave system.	Mechanic staff completed 75 work requests in FY 25.

FY25 Quabbin-Ware Final Report

Update on all tasks in the Quabbin-Ware River Work Plan for July 1, 2024 - June 30, 2025.

Task Number	Task Description	Final Year Summary
-	A. Land Acquisition	-
A1	Acquire land. Coordinate due diligence and other tasks/services from DCR and private contractors to complete survey, appraisal, title, engineering, and environmental assessments for proposed acquisitions. Negotiate WPR language, purchase prices, and conditions of sale with sellers of property.	One Quabbin project protecting 70.31 acres in WPR went to record this fiscal year. One Ware River project protecting 9.8 acres in fee went to record this fiscal year. Seventeen projects are currently underway at various stages of due diligence including thirteen projects totaling 460 acres in Quabbin and four projects totaling 83 acres in Ware River.
A2	Develop individual parcel presentation materials and meet with MWRA Board for approval.	Four Quabbin projects were brought to the board this year.
A3	Communicate with and convene LAP meetings to review parcels and prioritize land purchases.	Four LAP meetings and one email vote were held with a total of six projects approved, all in Quabbin.
A4	Use the LAP Prioritization Model to identify priority parcels in the watersheds.	Work to identify parcels is ongoing.
A5	Continue to solicit and work with landowners in donating conservation interests in land and assist in advising landowners on the tax incentives available when donating conservation interests.	The one project that closed this year was a bargain sale (Garry M. Power Revocable Trust). Of the ongoing projects, work continues on three proposed donations and six proposed bargain sales. All three donations are in Quabbin. Four bargain sales are in Quabbin and two are in Ware River.
A6	Meet regularly with DCR Legal to address attorney assignments and project logistics.	Meetings with Legal are ongoing.
-	B. Watershed Preservation Restrictions	-
B1	Monitor WPRs on a regular basis, following monitoring procedures, to meet schedule of monitoring WPRs every 1-3 years.	WPR Coordinator and Regional Monitors completed 43 WPR monitoring visits, including 18 Forest Legacy WPR monitoring visits this FY. WPR Coordinator reviewed all WPR monitoring reports completed by Regional Monitors.

Task Number	Task Description	Final Year Summary
B2	Complete baseline documentation reports for new WPRs prior to acquisition or within a reasonable time after acquisition, following EOEEA specifications. Baselines will be done in-house or through appropriate contracts.	Three in-house Baseline Reports were completed this FY. Additionally, fieldwork was completed and the report and maps were started for the Carmody WPR which is expected to close later this summer.
B3	Meet with Restriction Stewardship Working Group and confer with legal to respond to enforcement issues and requests to exercise reserved rights.	Restriction Working Group met twice this FY to discuss procedures and enforcement issues.
B4	Track changes in landownership for WPRs.	WPR Coordinator and Regional Monitors completed landownership checks.
B5	Implement WPR records procedure with DCR records manager.	Ongoing. WPR Coordinator participated in meetings on creation of new LIS database and reviewed and commented on preliminary version of database.
B6	Distribute WPR landowner E-news and Notes from the Field Story Map twice a year to landowners.	Two issues of E-News and two StoryMaps on Deer and Loons were completed and distributed to WPR landowners this FY.
-	C. Land Management	-
C1	Implement the current system-wide Land Management Plan.	Land Management Plan successfully implemented during FY 25.
C2	Prepare forest harvest proposals for next fiscal year including data on proposed harvest areas, characteristics of stands, soils, cultural resources, wetlands, wildlife, unique features, and priority habitats. Proposals shall also include information on lot layout, landings, stream crossings, wetland crossings, and stonewall crossings..	Twelve FY25 forestry lot proposals went through public review and were approved in the second quarter. Fifteen FY26 forestry lot proposals were prepared by foresters and reviewed by staff. The proposals will go through public review in the first Quarter of FY26 and should be approved before the end of the calendar year.
C3	Plan and conduct an internal review of proposed logging operations for the coming year, including assessments of silviculture, water quality, wildlife, and other potential impacts/benefits Review lots to ensure consistency with aspects of the LMP, including wildlife, forestry objectives, and environmental quality.	Following the end of the Forests as Climate Solutions pause, all FY24 proposals were reviewed and prepared for public presentation in Q1 as FY25 proposals. Internal review of 23 FY26 DWSP proposals was conducted: maps and narratives were prepared and distributed to reviewers, field walks were held for each proposal, and reviewer comments were assembled for forestry staff. Public posting and presentation postponed until September.
C4	Present annual forest harvest proposals at public meetings. Publish Online Public Review document/story map. Accept public comment and respond as needed.	FY26 proposals will be presented and go to public review in the first quarter of FY26. Public walks of the proposals will be offered.

Task Number	Task Description	Final Year Summary
C5	Plan, lay out, mark products for removal, prepare maps and permits, establish photo monitoring points, file Forest Cutting Plans, seek bids, award permits, and properly advertise and post forest management operations consistent with the Forest Cutting Practices regulations, the LMP, and approved harvest proposals.	<p>Fifteen forestry lots were marked and successfully bid out in FY25. Six lots (1063, 3172, 3173, 3174, 3175, 3177) in the Quabbin watershed were supervised by DWSP foresters and were completed. These projects successfully achieved DWSP's goal of creating a more diverse forest to increase resistance and resilience to disturbance and climate change. Lot 4414 in the Ware River watershed is currently active.</p> <p>Two other lots (1064 and 2059) in the Quabbin watershed were active during FY25 and were completed in Q1 of FY26. Both of those lots were the initial step towards restoration of fire dependent communities that provide important habitat to many species that are in decline. Restoring those types of communities helps to protect and enhance biodiversity on division land, which improves resilience of the forest filter. Prescribed fire will be used to maintain the habitat that was created by the harvests. NR staff will work to develop prescribed burn plans for the sites. Four foresters are trained to participate in prescribed burns and wildfire suppression. Foresters were able to participate in five prescribed burns in FY25.</p>
C6	Provide supervision and oversight of all forest harvesting operations on DWSP property from sale until final service forester sign-off and bond return. Assure compliance with applicable DCR and NHESP regulations and restrictions, approved BMPs, and all Permit conditions. Maintain adequate site visit records. Monitor post-harvest and collect photo point images consistent with internal policy.	<p>Six lots (1063, 3172, 3173, 3174, 3175, 3177) in the Quabbin watershed were supervised by DWSP foresters and were completed. These projects successfully achieved DWSP's goal of creating a more diverse forest to increase resistance and resilience to disturbance and climate change. Lot 4414 in the Ware River watershed is currently active.</p> <p>Two other lots (1064 and 2059) in the Quabbin watershed were active during FY25 and were completed in Q1 of FY26. Both of those lots were the initial step towards restoration of fire dependent communities that provide important habitat to many species that are in decline. Restoring those types of communities helps to protect and enhance biodiversity on division land, which improves resilience of the forest filter. Prescribed fire will be used to maintain the habitat that was created by the harvests. NR staff will work to develop prescribed burn plans for the sites. Four foresters are trained to participate in prescribed burns and wildfire suppression. Foresters were able to participate in five prescribed burns in FY25.</p>
C7	Monitor BMP effectiveness at active or completed stream crossings utilizing customized assessment protocol.	Project has been deprioritized while other policy-level activities have taken precedence. A renewed effort is expected in FY26 in preparation for the update of the LMP.

Task Number	Task Description	Final Year Summary
C8	Complete long-term paired watershed monitoring to assess impact of DWSP forest management on tributary water quality and submit final report.	Aspects of this project have been delayed due to two major factors: the extended leave of water quality lead EAlll and the major window project at headquarters, making processing of samples impossible during extended lab closure through the spring. Despite this, progress has been made towards project completion. Significant data organization and processing has been completed by hydro lead EAll. This EAll also completed routine monthly grab samples to support analytical needs of the post-treatment project period. Project wrap up will depend on several factors: timing of final storm-event sample necessary for analytical purposes (balancing calibration and treatment period event coverage), coordinating with WACH EQ on analytical approaches, and staff capacity given other emerging priorities. Project completion is a major goal of FY26.
C9	Conduct periodical regeneration and invasive species surveys to monitor forest health and development resulting from silvicultural activities or other natural disturbances and processes.	Regeneration surveys were completed by foresters using the two tallest method on fifteen year old harvests that has been used for the past fifteen years. Data from last year's regen surveys was analyzed. Regeneration surveys for this summer were selected, set up on GIS, and assigned. A new protocol that would provide more data at an earlier stage post-harvest was researched and began to be piloted. Regen surveys using the old method and a pilot of the new method will be completed next quarter.
C10	Conduct periodic reviews and monitoring of land management activities to assure compliance and consistency with land management plans.	No new monitoring this year. Assisted with staff from sister agencies to review key forestry/land management policy items.
C11	Collect data and maintain GIS datalayers related to forest structure, composition, regeneration, roads, boundary information, stone walls, wetlands, streams, and other data to guide the land management program. Maintain GIS data documenting the location, extent, and intensity of all silvicultural operations.	Foresters are constantly updating GIS datalayers and looking for new sources of remote sensing to help us analyze and track the forest.
C12	Integrate new land acquisitions into land management, public access, and other watershed management programs, including forest conditions, etc.	New acquisitions in the Ware River were assessed and the property boundaries were marked. Foresters will work with CE to get one boundary line on a new acquisition surveyed.
C13	Locate, mark, and maintain property boundaries periodically or as needed. Identify and document encroachments on DWSP property. Assist with encroachment resolution.	Over five miles of boundaries were marked by foresters. Foresters coordinated with CE on lines that need survey work.

Task Number	Task Description	Final Year Summary
C14	Develop scope of work and manage contracted property boundary survey work.	Stewardship funding was awarded for the purpose of conducting survey projects in the Quabbin and Ware River Watersheds. A scope of work was developed and executed during the fiscal year and four (4) projects were accomplished as a result. CE worked with Forestry to follow up on the contracted Surveyor's work at the various sites. In house maintenance and inspections records were updated. Please see the attached summary report for more details.
C15	Document and pursue resolution of all property boundary encroachments using the Encroachment Tracking Hub.	The Encroachment Hub remains an excellent tool for tracking new and existing encroachments through the process of resolution. It will continue to be used each FY. WRW: Five initial site visits/assessments completed. QW: Four initial site visits/assessments completed. WRW: Eight follow-up visits conducted during the FY. One encroachment fully resolved. QW: Eight total follow up visit conducted during FY. Five encroachments fully resolved.
C16	Identify, plan, and oversee non-forest or other unique habitat restoration, field reclamation, prescribed fire implementation and maintenance work.	<p>FSI crew conducted several projects related to non-forested restoration, including Twin Hill fields, Barre heath, New Salem barrens, Prescott hunt shack fields, Hardwick Hibernaculum, and the Quabbin spillway.</p> <p>Fields were mowed (ongoing) per the management plan in Ware River with habitat strip cutting in fields in Prison Camp areas that receive pheasants. Fields mowed (ongoing) throughout Quabbin using various specialized pieces of equipment, including forestry mulcher, mini exc. w/rotary and flail mowers.</p> <p>FSI crew implemented habitat restoration via tree felling at the Gays Hill Heath gravel pit and along the hill at Fairview Hill. Assessed bogs and acidic wetlands for invasive plants and encroaching native vegetation. FSI crew removed understory ladder fuel vegetation at the Goodnough hillside with help from forestry staff.</p> <p>Foresters burned both cleared sides of the spillway and seeded them. FSI crew assisted with seeding of spillway and public safety on burns. Worked with NHESP on identifying areas for habitat restoration carrying from their Muddy Brook WMA through DWSP land, yielding potential for largest inland restoration in the state using fire. Through which could conserve multiple rare natural communities and at least six state listed species. Worked on barrens and oak woodland restorations, and silvicultural burn planning.</p>
C17	Maintain the non-silvicultural lands described in the land management plan	Fields mowed following the mow plan and, when necessary, fire breaks were mowed in preparation for prescribed fires.

Task Number	Task Description	Final Year Summary
C18	Identify, prioritize, and implement terrestrial invasive plant (TIP) control projects in line with the expanded Terrestrial Invasive Plant Plan. Respond as needed to newly discovered and controllable TIP populations.	Continued work on TIP plan update, with internal review in Q2. Further revisions postponed in order to complete other projects, expected to resume in Q1 FY26. FSI crew continued implementing terrestrial invasive plant control projects at the New Salem Barrens, Twin Hill, Hardwick Hibernacula, and Barre Heath. Crew has been monitoring last year's treatments for efficacy, mapping EDRR species, and mapping invasives for future projects. Received help from foresters at Gays Hill for glossy buckthorn control. NR worked with forestry staff to monitor shrub phenology for use in remote sensing project.
C19	Collect data and maintain datasets, GIS datalayers, and related maps and reports of rare and listed plants and communities.	Natural Resources staff collected and maintained datasets, GIS layers, and related maps and reports of rare and listed plants and natural communities, collaborating with NHESP to identify and manage known populations. Staff monitored purple milkweed, purple clematis, and muskflower, reporting findings to NHESP and Heritage Hub, and also began a coordinated project with EQ and NHESP to document native Phragmites.
C20	Develop and implement a DWSP drone program to document forest conditions, map openings, identify invasive plant populations, assess internal road conditions, and other remote sensing activities.	A contract was established with NV5 to conduct forest inventory and invasive species mapping using LiDAR and hyperspectral data, funded through EEA Stewardship. Phase 1 of the forest inventory data collection was completed by NV5 in June and a pilot project testing UAV-mounted infrared cameras to estimate deer density in Quabbin Park was conducted in late-winter, early-spring.
C21	Analyze CFI and other available data on forest structure, composition, and regeneration. Report findings for public presentation at meetings and in updated land management plans	CFI database work included biomass calculation scripting in line with USFS FIA methods. Continued focus on alignment of CFI with other agencies and potential for merging into a statewide CFI database. Equipment purchased with support from EEA to shift to an annualized CFI data collection schedule. CFI program overview presented to WSCAC in May.
C22	Implement Quabbin Park Operation and Maintenance Plan	Mowing plan followed for Quabbin Park. New full-time Tractor driver hired this FY. Salt/ vinegar mix to help control the bittersweet (eight cases of vinegar used) applied to Dike. More treatments will be made as the weather allows. Pollinator areas were cut in early spring.
C23	Implement Quabbin and Ware River Road Management Plan	Routine road maintenance (cutting, grading, ditching, etc.) completed throughout the FY. Experimental T-culvert (to deter beavers) tried inside gate 40 without success. Roads working group met quarterly to discuss and coordinate projects. BLA 3 ramps replaced by Office of Boating Access.

Task Number	Task Description	Final Year Summary
-	D. Wildlife Management	-
D1	Continue the active harassment of birds within the Bird Harassment Zone at Quabbin Reservoir, using human presence, boats, pyrotechnics, passive scare devices, and other techniques. Continue to identify and test new harassment techniques.	Harassment was not necessary this FY, except for training purposes and testing new equipment. Boats, pyrotechnics, harassment equipment, safety gear and staff were prepared for harassment if necessary. Active Harassment was not deemed necessary this year due to low bacteria counts and relatively low gull counts. Boats were not deployed this season except during the field training day on October 24, 2024. In FY25, new equipment was purchased to make both observation and harassment more effective, efficient, and safe while decreasing reliance on traditional firearms. A Thunder Banger Boom Stick MAP Gas noise cannon shotgun simulator was purchased to employ an alternative harassment technique. This projectile free noise maker is powered by a standard MAP gas cannister and simulates the sound of a shotgun, which can be a cost effective, safer alternative to the use of shotguns, launchers, and pyrotechnics.
D2	Observe and document the nocturnal gull roost on Quabbin Reservoir.	Roost counts were conducted weekly from October through March. The numbers ranged from 11 to 957 gulls roosting at Quabbin.
D3	Control Canada geese populations on Quabbin Reservoir (focus in the Bird Harassment Zone) by treating eggs during nesting season to prevent hatching.	The entire Quabbin Reservoir was surveyed this year but no additional nests found than in previous years. Two nests with a total of 11 eggs were treated. Since surveys a few groups with goslings have been observed. There is always a possibility of a missed nest but it is likely the geese traveled to the Quabbin from a smaller waterbody in the area.
D4	Identify places in MA where human derived food is available and work to prevent feeding gulls through educational signage, interaction and enforcement.	Surveys will resume in fall 2025. USDA began seasonal harassment at the Fitchburg-Westminster Landfill in September and came to an end late winter. No gulls were observed at the landfill; however, gulls continue to loaf on the roof of Great Wolf Lodge across from the landfill. Observed numbers ranged from 0 to 97, a significant decrease from the 2024 peak of 400. Totals remain well below historical levels observed prior to USDA harassment efforts.
D5	Remove beaver and muskrat in the Aquatic Wildlife Pathogen Control Zone at Quabbin and assess beaver issues in the Watershed.	Five beaver were removed from the pathogen control zone. Fecal samples submitted for testing were negative for Giardia and Cryptosporidium.

Task Number	Task Description	Final Year Summary
D6	Respond to problems of burrowing animals on dams and dikes; report problems and take appropriate action.	<p>Ongoing animal burrowing control efforts and monitoring at the QR dams and smaller DCR owned dams. DCR staff remained vigilant in locating areas of tunneling/burrows. GZA observed occasional small burrows on the downstream slopes of Winsor Dam and Goodnough Dike during the Phase I inspection in October 2024. They recommended to continue regular monitoring and repairs (typical repair process is marking the holes found during mowing, eradicating the critter if necessary, filling the holes with sand, and repairing the surface with loam and seed). Mowing during the summer season made a positive difference in keeping critters off the downstream slopes.</p> <p>DCR wildlife biologist monitored active beaver situation at Peppers Mill Pond, and kept the Beaver Brook/Peppers Mill Pond "pinch" cleared of human-placed debris throughout the year. Watershed maintenance staff assisted in keeping the spillway clear of beaver debris. Beaver trapping was attempted at one active lodge on the west side of Peppers Mill Pond, but was unsuccessful after a multi-day effort. When trappers returned to the site later in the trapping season, the pond was frozen over. A drone flight was conducted over Beaver Brook in November, and no active lodges were found.</p> <p>DCR trades and civil engineering staff coordinated to install a grate cover over a drainage pipe outfall at the downstream toe of Goodnough Dike in October. The drainage pipe had been used in the past as a winter habitat by porcupine.</p>
D7	Research and manage for common loons on DWSP waterbodies; provide nesting platforms, capture and sample birds for contaminants.	Research and management for Common Loons on the DWSP waterbodies. Rafts are repaired and replaced as needed. The annual report is available upon request.
D8	Continue long-term wildlife resource monitoring program.	Long-term wildlife resource monitoring for bats, birds, snakes and mammals continued in the habitat restoration areas in the Quabbin and Ware River Watersheds.
D9	Work with DFW to survey and document breeding bald eagles around Quabbin Reservoir.	Seven active nests were confirmed in 2024 and five active nests in 2025.

Task Number	Task Description	Final Year Summary
D10	Administer the applications, permits, and orientations for the Quabbin and Ware River Deer Management Program. Analyze results of hunt.	Applications for the 2024 Quabbin deer hunts opened in July of 2024, with 722 applicants for the Controlled Hunts in Petersham and Prescott and 412 for Quabbin Park. The lottery was held in September, and hunter authorizations were processed through MassFishHunt. The two-day Controlled Deer Hunts were successful, with over 600 participants and a harvest of 142 deer across three controlled hunt zones. Pellet count surveys were completed in New Salem, Pelham, and Quabbin Park, and results from the hunt were documented in the annual Deer Report. A meeting to plan for the 2025 was held this spring with applications available at the start of the new fiscal year (July 1 2025).
D11	Implement internal operations of all DWSP controlled deer hunts in the Quabbin/Ware Region	The 2024 controlled deer hunts on Prescott and Petersham successfully implemented. Snow storm on second day of Prescott hunt. No issues during the hunt.
D12	Coordinate with the Massachusetts Natural Heritage and Endangered Species Program concerning rare species occurrences and protection.	Continued collaboration with NHESP to document rare species for their occurrences and protection.
-	E. Public Access Management	-
E1	Monitor DWSP lands and water to ensure compliance with rules and regulations designed to protect the water supply and protect the public.	The Watershed Rangers carry out regular patrols and monitor DWSP lands and water to ensure compliance with regulations that protect the water supply and guarantee public safety from dawn until dusk, seven days a week. Surveillance cameras have been installed and monitored in high-risk areas, particularly the Prison Camp area, due to a rise in vandalism and coordination with Rutland PD. Cameras have also been positioned at gate GB1A in response to increased OHV activity and gate vandalism. Surveillance cameras have been installed and monitored along Granger Road, Gilbert Road, and in the Prison Camps area. Ongoing OHV activity has been observed on Granger Road and Gilwee Road, with no new vandalism or property damage reported. There have been no significant violations at the Prison Camp. Cameras are planned to be installed at Gate IV-1 and in the exclusion zone across from the 122 canoe launch. Additionally, a camera has been placed on Leland Road in Hubbardston due to increased OHV and vehicle activity.
E2	Maintain working relationships with State, Environmental, and local police.	Spill response training for FY 25 successfully carried out, including fishing Area specific Spill/Boom/Boat Operations, Terrestrial Spill Response, Basic Boom Deployment, River/Small Water Body Response, and Night Emergency Response.

Task Number	Task Description	Final Year Summary
E3	Use Agency social media accounts for advertisement of interpretive programs, including general info or emergency info (e.g., closings).	During FY25, Wachusett and Quabbin IS staff consulted with MassWildlife staff regarding their social media policies. We also spoke to the DCR Communications staff. In FY26, we will try again to create a Facebook presence for DWSP.
E4	Continue to implement Quabbin Public Access Management Plan. Enforce rules and regulations of 313 CMR 11.09 through education. Complete semi-annual Compliance and Enforcement Reporting to MassDEP. Begin process to update the 2018 plan.	During FY25, the Rangers of the Quabbin and Ware River Watersheds documented a total of 28,239 interactions with visitors. This included 916 violations that were observed and 468 that were unwitnessed. The Quabbin Rangers specifically reported 17,724 visitor interactions, with 268 violations observed and 156 unobserved. The Ware River Rangers recorded 10,515 visitor interactions, noting 648 observed violations and 312 unobserved.
E5	Implement Ware River Public Access Management Plan	All the Ware River kiosks were updated with posters that provide the correct information from the new public access plan. A new guard rail was installed at Long Pond to improve security. All authorized trails (following the new plan) have been blazed with new trail markers. Five-year watershed hunting permit process continues.
E6	Develop improved, uniform signage.	Uniformity in signage and improved clarity in messaging has been prioritized with all new signage. Replacement of old MDC and damaged/vandalized DCR signage is ongoing.
E7	Conduct night operations, as needed (e.g., night access permits, ATV use monitoring, illegal camping)	Night Ops began in May and are scheduled through September with the focus being Night Access Permits. Originally scheduled on Saturday nights only, Friday nights have been added per managements request. Report submitted to management following each exercise.
E8	Operate the boat fishing program in designated portions of Quabbin Reservoir in a manner that minimizes threats to water quality and accommodates visitors with accessibility needs.	Annual Quabbin Fishing Report finalized in December 2024 and presented to QWAC. Pottapaug and O'Loughlin ponds closed to all boat fishing for the season to control invasive plants. New ramps at BLA 3 were utilized and well received. Handicap grab rails installed on both sides of all BLA docks. Normal BLA operations are continuing with no issues to report.
E9	Oversee Quabbin Boat Seal Program	The Quabbin Boat Seal Program ran smoothly this FY. In FY 2025, 81 boats went through Cold Weather Quarantine over 5 dates. Decontamination events were held 15 times this FY with no reserve dates being needed.
E10	Provide ongoing support and consultation to DCR's Division of Parks regarding Comet Pond beach. Maintain boat ramp launch at Long Pond and boat ramp launch and parking lot at Comet Pond.	New guard rail installed at Long Pond parking lot near the access point to prevent vehicles from getting close to the water. Jersey barriers installed and removed at Comet Pond.

Task Number	Task Description	Final Year Summary
E11	Coordinate and/or support special programs and events, including Memorial Day services, public meetings, and Tuesday Tea events.	Quabbin IS staff will continue to look for opportunities to support the FOQ and other associated groups through special events.
E12	Develop an internal Universal Access plan.	IS staff continue to support signage updates for accessibility.
E13	Continue to control and monitor research and other public access through an internal review process and permit system. Maintain electronic databases for permit issuances, access notification, and any problems.	Twenty-five applications were received in FY 25. Eleven were renewals for ongoing research, and fourteen were new applications. Of the 14 new applicants, 13 were approved, and one was denied.
E14	Manage public access permits for large groups, short-term vehicles, etc.	In FY25, Quabbin IS staff issued 76 group permits for a variety of groups including visiting school groups, tour buses, weddings. The online application system continues to work well with expectations and regulations clearly indicated on the website.
E15	Implement social media trial program	During FY25, Wachusett and Quabbin IS staff consulted with MassWildlife staff regarding their social media policies. We also spoke to the DCR Communications staff. In FY26, we will try again to create a Facebook presence for DWSP.
E16	Update and implement Quabbin Park Operations and Maintenance Plan.	Plan under development.
-	F. Watershed Security	-
F1	Continue regular ranger patrols to provide watershed security. Perform regular security checks at key access points and MWRA facilities. Record all encounters and violations using iPad applications. Produce periodic reports.	During FY25, the Rangers of the Quabbin and Ware River Watersheds documented a total of 28,239 interactions with visitors. This included 916 violations that were observed and 468 that were unwitnessed. The Quabbin Rangers specifically reported 17,724 visitor interactions, with 268 violations observed and 156 unobserved. The Ware River Rangers recorded 10,515 visitor interactions, noting 648 observed violations and 312 unobserved.
F2	Maintain gates, barways, bollards and signage throughout the watersheds. Install barriers (such as guardrails or fences) as needed to protect properties and control public access.	Guardrail and new pipe style gate at Long Pond was completed by contractor. Signage has been updated/replaced as needed and is an ongoing project in both watersheds. A lot of new signage has been added/updated throughout both watersheds identifying user do's and don'ts more clearly.

Task Number	Task Description	Final Year Summary
F3	Continue ongoing communication and coordination with local, state, and federal emergency responders;	Ranger staff have relocated and reinstalled trail cameras across each watershed on DWSP lands to observe key locations. They routinely download, review, and analyze images as necessary. If required, the Captain or Lieutenants will share these images with Management and/or MSP.
F4	Coordinate with MWRA in order to maintain comprehensive system-wide approach on all security issues.	Coordination with MWRA continued throughout FY 25.
-	G. Infrastructure	-
G1	Conduct monthly inspections and issue findings on Winsor Dam and spillway and Goodnough Dike. Coordinate inspections with MWRA and consultants. Plan for or conduct dam repair work as called for in dam inspection reports.	<p>GZA completed a formal Phase I Dam Safety Inspection Report of the Quabbin Reservoir dam structures. DCR efforts on the dam structures for turf improvements, invasive plant control, and animal management is ongoing. Major project work completed on these structures in FY25 included:</p> <p>Prescribed fire was performed at the downstream spillway channel, below the spillway bridge, on May 1 and May 13. This work targeted portions of the east and west slopes that were cleared the prior summer by Northern Tree. DCR Natural Resources staff followed up by hand seeding the recently burned areas with little bluestem and annual rye seed.</p> <p>In June, Mayer Tree was contracted to clear trees on the westerly side slopes of the downstream spillway channel, just above the Y-pool outlet. The work targeted the clearing and removal of large, overhanging and hazard trees growing above the stone retaining wall that lines the spillway channel. The work is a continuation of land clearing efforts to restore the spillway channel side slopes to a vegetated slope capable of being maintained with periodic slope mowing and fire management.</p>
G2	Conduct periodic inspections and issue findings on DCR's jurisdictional small dams in the Quabbin/Ware Region. Assure compliance with all dam safety requirements for small dams on DWSP lands, including the review of new or updated Emergency Action Plans, updating of inventory records and addressing upgrade needs.	DCR owned dam structures regularly being monitored and reported on for dam safety compliance purposes. At Brigham Pond Dam in Hubbardston, GEI completed a formal Phase I Dam Safety Inspection Report and other dams were periodically inspected by CE staff throughout the year in response to storm events and related incidents.
G3	Implement lawn and grounds maintenance activities at the Dam, Dike, and spillway as needed	New hydroseeder purchased and delivered and is being used on the dam and dike.

Task Number	Task Description	Final Year Summary
G4	Quabbin Admin Complex - Continue working with MWRA on facility improvements to the Quabbin Admin Building Complex, including planning and development for future renovations, facility upgrades and studies.	<p>Civil Engineering FY25 Annual Report documents efforts and highlights over the past year. The report presents a snapshot in time documenting current facility status, reservoir conditions, budgetary allocations and program accomplishments.</p> <p>Design work is currently underway with HKT Architects and BER Associates to develop construction bid documents for the QAB Roof and Chimney Replacement Project. This project is anticipated to go out to bid in the Fall under the FY26 budget.</p>
G5	New Salem Facility - Continue working with MWRA on the site restoration including final design, construction bidding, and construction oversight.	<p>The DCR purchased storage building was completed in FY25 including electrical service, spray foam insulation, and heating/cooling. Interior upgrades were started that included installing plywood on the interior walls and purchasing necessary equipment. The building apron was prepared for paving (done in FY26). DCR continued to communicate with MWRA on the construction of an office building to replace the structure lost in the 2018 fire. No progress was made in FY25.</p>
G6	Quabbin Maintenance Facility - Continue working with MWRA on the final design, construction documents, bidding, evaluation, award, planning, and construction services	<p>Efforts to finalize bid ready construction plans and specifications for the new Quabbin Maintenance Building are ongoing. MWRA authorized the extension of RGB services to bring final bid documents to completion. In June, the Stormwater Permit was approved by the town of Belchertown and a building permit was filed with the State Building Inspector.</p> <p>Improvements on the New Salem Metal Storage Building were substantially completed this past FY and included the following:</p> <p>Brown Electric Company was awarded a contract to bring electrical power inside the new metal building. Work completed in December 2024 included wiring for air compressor unit, a new EV charger receptacle, interior and exterior lighting, interior fans and floor drain pump. BEC also restored power to the diesel fuel pump and provided electrical support for a new heating and cooling system installed.</p> <p>EF Corcoran was awarded a contract to install an HVAC system for the new metal building to prevent freezing in floor drain piping and to improve climate controls. Work completed in April included the installation of two mini-split heat pump condenser units, each with two distribution heads (for a total of 4 indoor units), closed cell foam insulation in the walls and ceiling and interior painting.</p> <p>In June, Renaissance Builders installed snow guards on the roof and RM Ryan Earthworks performed site improvements in preparation for future paving.</p>

Task Number	Task Description	Final Year Summary
G7	Maintain records regarding reservoir and facility construction, as well as maintenance and repair operations. Provide surveying and drafting services, maintain records, and respond to in-house and other requests for information related to land ownership, property lines, buildings, and construction projects.	<p>The summer intern hired through the EEA-Internship program provided support to the digitization and organization efforts in the CE Office. Various inquiries about property lines were addressed. Boundary maintenance program is ongoing and updates were continually provided throughout the year. Inspection records were included as necessary that provide essential information for the property monumentation and delineation.</p> <p>A number of MDC Contracts were digitized and the hard copies were organized and sorted to allow for easier access and safekeeping.</p>
G8	Conduct building maintenance activities, including painting, carpentry, cleaning, minor repairs, and other routine maintenance.	<p>Lower tower bathrooms now online. Corcoran was hired to finish the upgrades. Bathrooms seasonally open. BLA dock repairs including handrails and boards. BLA 3 storm shelter pad poured, shelter mounted. Bubbler and bathroom repairs at BLAs. Waiting for the hiring freeze to lift to get caught up on major projects like dormers at Blue Meadow.</p>
G9	Conduct periodic inspections of septic systems at the various Regional office buildings. Assure compliance with applicable state and federal regulations.	<p>Periodic inspections completed throughout the year to monitor use levels, investigate incidents and troubleshoot issues.</p>
G10	Conduct periodic inspections, maintenance, or oversight of heating systems, fuel pump operations, and fuel deliveries.	<p>All oil tanks were topped off for the season. Administration Building boiler had issues towards the end of the season. Currently in a state of low fire. We have a quote lined up for bid to replace the boiler burner unit. Currently parts are original with 20+ years of use; they cannot be tuned anymore.</p>
G11	Utilize engineering experience and expertise to develop specifications, bid packages, plans and contracts for facility and infrastructure projects identified in the projected FY25 Spending Budget.	<p>Work substantially completed on the Quabbin Administration Building Window Abatement and Replacement Project. Homer Contracting was awarded a contract in May 2024 to replace original, exterior windows and remove associated hazardous lead and asbestos containing materials on the Administration Building Headquarters. The project replaced 135 window units with new, historically accurate custom aluminum windows manufactured by Quaker Commercial of Missouri and installed by the Greenfield Glass Company. In addition, work included selective masonry repairs to building exterior walls and replacement of 16 steel lintels damaged structurally by corrosion. Miscellaneous carpentry, replacement of interior wood trim, painting, targeted window tinting and patch repairs completed the scope of work.</p>

Task Number	Task Description	Final Year Summary
G12	Conduct maintenance and management activities in Quabbin Park, including roads, interpretive trails, roadsides, parking areas, drainage structures, fields, vistas, snowplowing, and other management activities.	Pot hole repairs completed in mid-June to the east entrance, middle entrance and blue meadow. Eight snowstorms or ice events for the snow program. Material totals for the season December 2024 - April 2025: three yards of straight sand used, 31 yards of sand salt mix, and 101 yards of salt.
G13	Implement updated Quabbin Park Cemetery Management and Operations Plan to continue to conduct routine maintenance and burial activities in the Quabbin Park cemetery.	Regular grounds maintenance continued throughout the FY. Burials were paused for the winter and started again in April 2025. In total, four cremation burials and three full burials took place this FY. In addition, one lot was sold. Annuals planted in preparation for the Memorial Day Ceremony, which went well.
G14	Conduct Quabbin Park Cemetery business and record keeping.	One new deed and one lot reassignment completed this FY. Work was completed on the Quabbin Park Cemetery GIS Hub.
G15	Continue to conduct road maintenance activities on DWSP lands.	Routine seasonal maintenance performed on roads. Access on Juckett Hill road was improved for three different timber harvests. The reclaiming/improving of road around Pottapaug/Dana road (Farnsworth road) was started and included clearing brush. Governor's woods road was partially rebuilt to provide access for upcoming forestry work. Gate 8 road maintained throughout the fishing season.
G16	Continue to inspect and assess the condition of roads and culverts. Update attributes, conditions, and photos of infrastructure cataloged along with inspection reports through the ArcGIS data collection system.	In FY25, CE staff focused on performing inspections on culverts and bridges in the Quabbin Reservation and East Branch Ware River EQA Districts that lacked inspections since 2019, but also performed inspections outside of these Districts when necessary. The Quabbin and Ware River Regions have a current total of 1,202 culverts and 27 bridges. Through the year, CE staff performed 313 culvert inspections and four bridge inspections across all EQA Districts and in both the Quabbin Reservoir and the Ware River Watersheds.
G17	Assess gravel pits and gravel resources on DWSP lands in the Quabbin/Ware Region. Annually review and monitor gravel extraction and site closure and Best Management Practices (BMPs).	Monitored activity at sand and gravel pits regularly to ensure compliance with GMPs. Updated GMPs as needed. Worked successfully with towns of New Salem and Petersham on formal extraction volume requests and end of year estimates. Located two new potential sand and gravel resources on DWSP land (New Salem and Hardwick) and conducted site visits with Management and WM staff. Prepared to conduct deep hole exploratory excavation at these sites, but awaiting WM staff availability.

Task Number	Task Description	Final Year Summary
G18	Redevelop and improve the condition of roads and stream crossings to allow for greater access to the New Boston Road corridor in the Quabbin Reservoir Northwest Region, including the installation or repair of three new bridges.	DWSP Staff met with DCR-SP Staff in June at Camel Brook to see if the project was a fit for DCR-Western MA Trails and Paving Contract under the Maintenance. DWSP has funding set aside for FY26 and the DCR-SP Contract is being developed to incorporate the scope of work for the Camel Brook project. Once the DCR-SP has a contractor on board, they will reach out again for a site visit.
G19	Evaluate need for reservoir maintenance in vicinity of hangar ramp and Winsor intake	EQ continues routine and event-based monitoring of the Winsor Dam Intake area, including documentation of conditions and monitoring of forecasts to anticipate times of potential increased wave action. EQ facilitated internal discussion among DWSP staff to share information and align on priorities. EQ is taking a lead role in the joint working group on this topic with MWRA, involving the EQ Director, EAll Geologist, and EAll Hydro and Meteorological Lead. Follow-up tasks are being outlined for FY26
G20	Finalize MOU with Wachusett Greenways regarding management of Mass Central Rail Trail.	Updated draft of MOU sent to Wachusett Greenways in 4th quarter of FY 25. Waiting for comments back.
-	H. Watershed Protection Act	-
H1	Implement the Watershed Protection Act regulations in 14 Quabbin Reservoir and Ware River Watershed towns. Review and process all WsPA applications, and track the status of applications and associated projects using an Access database. Inspect sites throughout the duration of any activity to ensure compliance. Investigate and resolve violations of WsPA regulations.	Received and processed 34 applications, 21 were in the Ware River Watershed and 13 were in the Quabbin.
H2	Continue to review or evaluate public notices, local board agendas and minutes, and information provided by local sources for additional jurisdictional activities or enforcement actions.	Reviewed agendas and minutes for all the towns in both watersheds. Contacted towns regarding projects and violations with WsPA Jurisdiction.
H3	Convene WsPA Working Group meetings.	WsPAWG met in person two times and continued to have regular communication by email, phone and Teams.
H4	Educate and interact with local boards and officials in the watersheds about watershed protection regulations. Educate local officials, realtors, prospective buyers, land development consultants, and homeowners on WsPA regulations and procedures.	Fielded calls from town officials, developers, engineering firms, and homeowners and assisted them with the Watershed Protection Act.

Task Number	Task Description	Final Year Summary
H5	Provide technical assistance support to local boards through contact, meetings, and/or through regulatory review process.	No activity this year.
-	I. Education and Outreach	-
I1	Update Interpretive Services Plan for the Ware River Watershed	Quabbin/Ware IS staff have begun implementing parts of the Ware River Watershed Interpretive plan. In the next few years, staff hope to be able to expand interpretive resources for the area.
I2	Develop Interpretive Services Plan for the Quabbin Watershed	While Quabbin IS staff continue to offer interpretive program for the Quabbin Reservoir, new mediums and topics will be incorporated with a new interpretive plan.
I3	Staff and operate the Les and Terry Campbell Quabbin Visitor Center at Quabbin to educate visitors about watershed management and related topics.	Quabbin IS Staff have continued to work to make the Visitor Center a welcoming, interactive and informational space. Plans for the upcoming year include a new table display with a focus on introducing visitors to birds and birding in the area, wildlife tracking and animal scat as well as updated scavenger hunts. Staff continue to offer a regular schedule of programs for the public and programs for special interest groups both in the Visitor Center and off site.
I4	Continue established programs of public education, including school programs and field trips on DWSP properties.	In FY25, Quabbin IS staff offered programs to 2,159 students. The majority of these were in person at schools and in Quabbin Park but we offered a small number of remote programs as well.
I5	Collaborate with other organizations and watershed communities to reach more diverse audiences. Identify specific groups and their educational needs.	Quabbin IS staff have continued to build relations with local historical societies, senior centers and hiking clubs and local libraries. In FY26, staff plans to develop those relations and expand the programming for these groups.

Task Number	Task Description	Final Year Summary
I6	Monitor self-guided Quabbin Park interpretive trails for current conditions and to identify any maintenance issues.	IS Staff will finish marking the trails in Quabbin Park with the new blaze system when trail markers are able to be ordered. Trails monitored in Quabbin Park for downed trees and other trail concerns and light trail maintenance conducted with hand tools throughout the year. The Student Conservation Association completed a trail work hitch at Quabbin at the end of 2024; they worked on roughly nine miles of trail in the park cutting back overgrowth on the foot paths. SCA also sent a crew to the Ware River Watershed for a day of trail work as well. The Pioneer Valley Hiking Club continues their stewardship agreement with Quabbin and over the past year conducted two trail work days in Quabbin Park. Quabbin participated in DCR's Park Serve Day for the first time; five people signed up for a trail work day in Quabbin Park. Maintenance crew continues to help with removing downed trees from the trails in Quabbin Park. IS collaborated with the sign shop to get new signs placed on the orange and brown trails in the park at various intersections that will help improve the visitor experience and keep people on the trails.
I7	Maintain vital records collection for former Quabbin valley towns, issue official records and conduct genealogical and historical research upon request.	Staff continues to maintain records and conduct genealogical research as needed
I8	Manage audio-visual collection of the Region including photographs, slides, and media coverage of Regional activities and Quabbin-related topics.	Quabbin IS staff focused on organizing and categorizing the many historic photos that are currently saved in the WSP SharePoint. The goal is to consolidate and reorganize the photos and save them in the photo library for easier access to staff.
I9	Coordinate with staff archivist to organize and digitize oral and historic news clipping collection using outside contractor	With support from DWSP, the DCR Archivist was able to scan MDWSC Quabbin News Clippings scrapbooks ranging from 1927 to 1941. Eleven volumes and two unbound folders of loose pages were scanned. The original notebooks will be housed safely at the State Archives and the material is now available to staff as digital copies.
I10	Continue to support and participate in the Envirothon, America's leading natural resource education program for high school students.	The MA Envirothon Program's 2024-25 season has ended. Five official events were held over the past year: a fall workshop, winter workshop, spring workshop, a mini-workshop in Boston, and the main event competition in May. IS staff was involved in the planning/execution of all of these events via the MA Envirothon Steering Committee where he has served as the long standing secretary and one of the people who represents DCR-DWSP on the committee. Details will be forthcoming on EEA's restructuring of the program and how the steering committee will take shape for 2025-26. Location of the 2026 event is still undetermined.

Task Number	Task Description	Final Year Summary
I11	Promote outreach to user groups in the Ware River watershed.	Quabbin IS developed relationships with the Rutland Historical Society, the Ware River Trails Committee, the Oakham Historical Society and Barre Historical Society. Staff collaborated on a cemetery, Riis Farm in Barre and at the Oakham Historical Society. Outreach continued to school districts and libraries in the WRW region.
I12	Utilize the DWSP website to provide information and resources for the public.	All updates made in timely and accurate fashion. Focus on having all material meet Americans with Disabilities Act Accessibility Guidelines.
-	J. Water Quality and Hydrologic Monitoring	-
J1	Conduct routine and non-routine water quality sampling and analysis. Evaluate need for sampling before/during Quabbin transfers.	EQ met all sampling targets this FY and adapted to logistics of the administrative building window project, including moving sampling equipment and modifying sampling due to lab closures. Despite these challenges, routine sampling continued throughout the year without major issue. EQ staff also followed up on any elevated sampling results with follow-up sampling and/or site investigation and documentation. Plankton sampling was increased at Shaft 12 due to the active Quabbin transfer to Wachusett.
J2	Perform Shaft 8 Intake Zone Sanitary Survey prior to transfers.	The Shaft 8 Intake Zone Sanitary Survey was completed once during the FY, prior to transfer in 3/5/25. No potential issues were noted during the inspection. A copy of the survey and additional photos were sent to DCR Management and MWRA. Transfer took place off and on through 4/10/2025.
J3	Monitor plankton in Quabbin Reservoir. Evaluate need for sampling before/during Quabbin Transfers.	Baseline monitoring frequency at site 202 was weekly during the first and fourth quarters, and monthly during the second and third quarters. Baseline monitoring frequency at sites 206 and Den Hill was monthly year-round. In response to exceeded Alert Levels for certain taxa concern, monitoring frequency was increased from weekly to biweekly at site 202 during the first and fourth quarters, and from monthly to twice per month for sites 206 and Den Hill during the first and fourth quarters.

Task Number	Task Description	Final Year Summary
J4	Collect, interpret, and manage data on reservoir elevations, water transfers and releases. Share data with DWSP staff and MWRA.	<p>The Quabbin Reservoir elevation on July 1, 2024, at the start of fiscal year 2025, was 527.82 ft and the quantity in storage was at 395,332 MG (95.9%). On June 30, 2025, the end of the fiscal year, the elevation was 526.26 ft and the quantity in storage was 383,550 MG (93.0%), for a decrease of 1.56 feet or 11,782 million gallons. The reservoir experienced brief periods of Below Normal storage conditions during the month of February into early March, and again in early May. The highest reservoir elevation during this past fiscal year was observed on July 7 and July 8, 2024 with an elevation of 527.93 ft and storage of 396,168 MG (96.1%), or 2.07 feet below the 100% Capacity elevation of 530.00 ft. The reservoir did not spill in FY25. The lowest elevation observed during the fiscal year was 521.15 ft with a storage of 345,225 MG (83.7%) on March 2 and March 4, 2025.</p> <p>A total of 56,041.17 MG of Quabbin Reservoir water was transferred to Wachusett Reservoir during fiscal year 2025. An additional 2,625.08 MG of water was supplied to the Chicopee Valley Aqueduct. The Ware River water diversion to Quabbin Reservoir was diverted for 18 days, totaling 1,823.6 MG of diverted water.</p>
J5	Continue improvements to databases for compiling of water quality, quantity, and other relevant data for data and trend analyses.	<p>FY25 marked a year of gradual yet impactful advancements in the water-quality database and data management processes. In Q1, EQ developed significant tools to begin focused trend analyses on hydrological and meteorological data. Results from this analysis were presented at ResOps collaborative meeting and helped explain watershed water quality patterns. The hiring of EAIII in Q2 revitalized database management efforts, leading to the development of essential scripts for data analysis. Q3 maintained routine database management, although significant projects were delayed due to EAIII's absence. The final quarter saw a turnaround, with EAIII's return facilitating major improvements, including the introduction of QA/QC tools and the creation of a draft water quality monitoring report. Collaborative initiatives among team members also fostered the development of workflows for DWSP pond monitoring. EQ staff have also begun preliminary trend analysis on select water quality data, modifying tools developed for the hydrological and meteorological trend analyses. The groundwork has been laid for continued enhancements, with further improvements anticipated in FY26.</p>

Task Number	Task Description	Final Year Summary
J6	Implement streamflow monitoring at selected sites. Coordinate flow monitoring with annual water quality sampling plan.	High-flow streamflow measurements were identified as a priority in Q3, and data collection efforts have continued in Q4. EQ staff are coordinating measurements with rainfall events to capture peak discharge conditions. Specific stage-discharge gaps in rating curves at each site have been identified and these values are targeted during weekly field visits. Thirteen additional measurements were collected in the last quarter. R ² values improved at all locations with notable improvements at sites GATE (increased from 0.27 to 0.7) and 213 (improved from 0.55 to 0.97).
J7	Assist MWRA with the continuous water quality monitoring buoy at Quabbin Reservoir	DWSP staff assisted MWRA with boat operation for Buoy 5 deployment, changing sensors, and removal in FY25. DWSP staff processed Buoy 5 data on a weekly basis.
J8	Implement ISA with UMass for Research	FY25 marked a year of strengthened collaboration and research alignment for Quabbin EQ. The FY25/26 ISA was revised with the Wachusett/Sudbury EQ Director and continued to work closely with Kumpel research labs on targeted Quabbin research. Routine meetings with UMass colleagues facilitated discussions on data analysis and manuscript preparation, particularly for the Total Coliform Investigations. This collaborative framework has enhanced the understanding of the Quabbin Reservoir, effectively integrating research efforts with long-term monitoring data.
J9	Coordinate with MWRA on Res Ops work groups as needed.	During the fiscal year, DWSP engaged in various collaborative efforts with MWRA, focusing on watershed monitoring and data coordination. In Q1, preliminary long-term trend assessments for the Quabbin Watershed were presented at the spring ResOps meeting and participated in multiple work groups addressing AIS management. In Q2, coordination continued with MWRA on AIS management strategies, provided Aquatic Biology updates at Res Ops, and attended monthly data meetings. In Q3, updated monitoring results were presented at the fall ResOps meeting and staff remained active in coordination work groups. Finally, in Q4, numerous collaborations with MWRA were facilitated, including participation in the Turbidity working group and assisting with sampling logistics. Overall, EQ efforts were centered on data sharing and collaborative problem-solving throughout the year.
J10	Engage researchers to investigate climate change questions related to algae blooms and invasive species in the Quabbin Reservoir.	DWSP staff started water quality trend analysis to assess possible changes in climatic and environmental conditions to better understand the increase in chrysophyte levels in recent years. DWSP staff collaborated with UMass researchers on the impacts of water quality parameters on bacterial densities and community composition in the reservoir.

Task Number	Task Description	Final Year Summary
J11	Finalize and implement a Cryptosporidium and Giardia Action Plan with MWRA to establish guidelines for inter-agency notifications and coordination.	The Crypto-Giardia Action plan was updated in FY25, with review and collaboration by DWSP Environmental Quality sections, DWSP management, and DWSP's Natural Resource Section, as well as MWRA Water Quality team.
J12	Manage contract with Whitewater for Public Water Supply system management and oversight of DCR water supply systems.	CE staff work collaboratively with operators from Whitewater Inc to maintain compliance with the Quabbin Administration Building Public Water Supply System. Water supply activities are reported on a quarterly basis with compliance monitoring, laboratory testing and equipment maintenance conducted throughout the year.
K. Watershed Monitoring and Assessment		
1	Complete Environmental Quality Assessments in the Quabbin Reservoir and Ware River watersheds according to a prescribed schedule. Present EQAs to RD and DRD.	WRW EQA was completed and is in final review. Quabbin Reservation EQA has been drafted and is in initial review and editing.
2	Prioritize recommendations in completed EQAs as necessary and complete short- and long-term remedial actions.	Recommendations for the Quabbin Reservation and East Branch Ware River EQAs were presented. Recommendations were prioritized and will be addressed in FY 26.
3	Conduct routine inspections of the Winsor basin/CVA intake area. Inspect MWRA CVA screen washing when necessary. Report debris and aquatic organisms trapped on screens.	Forty-eight weekly CVA surveys have been conducted and recorded in Survey123. CVA surveys include checks of the CVA intake screens and additional inspections as needed. Appropriate parties have been contacted when warranted.
4	Review and comment on Yearly Operational Plans related to herbicide use. Monitor and inspect no-spray and limited spray zones along rights-of-way.	YOPs reviewed as received, staff have followed up on any notice within watershed towns to determine applicability for DWSP follow-up and review.
5	Work with timber harvesters to reduce the risk of introducing invasive species into the watersheds.	Foresters inspected all logging contractor equipment prior to landing on DWSP property to make sure the equipment had been cleaned of dirt and woody debris in order to reduce the likelihood of introduction of invasives.
6	Monitor large ROW projects on DCR lands for water quality problems.	Considerable coordination from EQ staff on the ongoing, long-term E5/F6 update for NGrid. This includes oversight of operational logistics, coordination within and between agencies, and field recon and review of operations. Short-term access permitting for this projects, as well as others in the Ware River watershed, continue to be reviewed and coordinated closely with management
-	L. Aquatic Invasive Species	-
L1	Implement the Divisional AIS management plan and update as necessary.	See task L3.

Task Number	Task Description	Final Year Summary
L2	Continue program to monitor AIS in the Reservoir.	Monitoring for invasive macrophytes for the CY24 was completed in the first quarter. Data analysis and planning for the CY25 was done during the second and third quarters, and surveys for the CY25 started in the fourth quarter. Monitoring for invasive zooplankton was conducted during the first, second, and fourth quarters.
L3	Implement the AIS emergency action plan and update as necessary.	The AIS management and response plan was created in FY25. Peer review processed was completed in the fourth quarter. Edits to address accessibility concerns will be ongoing in the first quarter of FY26.
L4	Work in conjunction with MWRA contractors to survey areas of the Reservoir for AIS. Evaluate and make changes in program as needed.	The Annual Macrophyte Survey for CY24 was completed by TRC with no new AIS observed, and the final report was received. TRC was awarded the bid for CY25, and planning has begun. The final report for the CY24 <i>U. inflata</i> removal project was received. TRC was awarded the bid for the work in CY25. With help from Watershed Maintenance, a fragment barrier was placed on Pottapaug Pond to help prevent spread of fragments from removal work. In CY25, 275 gallons of plant material was removed from Pottapaug Pond, and 48 gallons from O'Loughlin. DWSP is awaiting TRC's draft report.
L5	Control populations of AIS, when possible and necessary, in Quabbin Reservoir and surrounding water bodies.	Hand harvesting of chestnut water at Brigham Pond was conducted by DWSP staff in the first and fourth quarters. Harvesting of swollen bladderwort on Pottapaug, O'Loughlin, and in areas of the Reservoir was conducted by TRC in the first and fourth quarters. In total TRC harvested 1,829 gallons from Pottapaug, around 48 gallons from O'Loughlin, and a few plants from the Reservoir.
-	M. Wastewater Management	-
M1	Identify potential problem sites or areas through review of local records, water quality data, and other pertinent information.	Limited issues with problem sites/areas identified in FY25 outside of "hot spots" previously identified from long-term monitoring (for example - elevated specific conductance and higher sodium and chloride in areas draining Rutland). Bacteria results assessed weekly to screen for persistent issues indicative of wastewater issues. No major consistent bacteria issues identified. One site with elevated nutrients triggered follow-up investigations and sampling, and ongoing coordination amongst EQ staff.
-	N. Stormwater Management	-
N1	Advise local boards on stormwater management issues related to construction activities within WsPA jurisdiction.	No activity this year.

Task Number	Task Description	Final Year Summary
N2	Monitor stormwater management in the watersheds, particularly at large construction sites.	Conducted weekly inspections at constructions sites.
-	O. Emergency Spill Response	-
O1	Develop and/or update Emergency Response materials for the Quabbin and Ware River watersheds, with up-to-date contact information, emergency procedures, and roles/responsibilities.	Emergency Response training for FY25 was completed as scheduled.
O2	Implement SOPs for spill response and dumping and define DCR staff roles in both assessment and response.	Spill reporting tool used successfully this FY to address dumping situations.
O3	In conjunction with MWRA, coordinate spill response and/or incident command system (ICS) training to staff.	The on-site spill response training for FY25 started again in April. The sessions covered various topics including Fishing Area specific Spill/Boom/Boat Operations on April 16, River/Small Water Body Response also on April 16, Terrestrial Spill Response on the same day, Basic Boom Deployment on June 4, and Night Emergency Response on June 18, 2025.
O4	Coordinate cleanup operations for any spills and dumping that impact or threaten water resources. Work with the appropriate local, state and federal agencies to ensure that spill containment, cleanup, and mitigation is conducted in a manner that protects water quality.	No spills in FY 25 but several liquid containers were dumped and addressed using a private contractor to collect, identify, and remove the material.
O5	Develop and implement spill response plans for all timber harvesting operations on DWSP lands.	Spill response cards for loggers were updated by foresters, EQ, and rangers to ensure all contact information was correct. Foresters created spill plans for all forestry lots that were bid.
O6	Repair and/or upgrade the boom deployment shed inside Gate 16 and explore the possibility of establishing an additional shed on Prescott peninsula.	New site for boom shed was selected on Prescott peninsula and road to the site was repaired and upgraded in FY25.

Task Number	Task Description	Final Year Summary
-	P. GIS	-
1	Configure and maintain both internal and externally facing ArcGIS Online tools and applications. Work with staff to generate new field data collection tools using Survey123, Field Maps or QuickCapture. Maintain existing field data collection tools for staff; maintenance includes archiving of data (as needed) and ensuring that all tools remain functional through upgrades to ArcGIS Online and mobile apps. Encourage collaboration between sections and regions, where possible, when there is overlap of effort and need.	ArcGIS Online continues to be a valuable tool and resource for DWSP staff. The GIS team continues to maintain this environment and the tools build there to ensure staff have the continued ability to efficiently complete work efficiently in the field, generate maps and tables for reports and more. With less than a year to go until the Americans with Disabilities Act Title II federal mandate takes effect, steps have been taken to begin addressing DWSP content to ensure we are positioned to meet the April 2026 deadline.
2	Manage and publish hosted feature layers, tile layers and tile packages on an as-needed basis to support projects; ensure all data is current and available to staff through the DWSP - Data Store group, and has updated FGDC-compliant metadata. Published data should be recorded within the DWSP Data Inventory (Excel doc. shared via the DWSP-GIS Team). Ensure that all public-facing data has proper metadata added as per the DWSP Metadata SOP and EEA ArcGIS Online Best Practices.	Layers continue to be maintained. The GIS Team has work to do enforcing best practices to ensure that all DWSP content is useful in the long-term. Work on this will continue over the coming year.
3	Provide staff with training in ArcGIS Pro either through written workflows, DWSP-led training or access to Esri's training catalog. Train staff in the use of field data collection applications as needed for specific projects. Alert GIS users to free training or webinars, and encourage continued learning.	The GIS team continues to offer and support training (required, optional, self-paced, etc.). These offerings are planned to continue in the upcoming FY to ensure staff can keep up with changes in the technology.
4	Assist staff with their GIS needs for reports, projects and analysis as needed; this could include, but is not limited to, maps (hardcopy and web), data analysis, statistics, data exports and data collection. Assist municipalities and other partners by providing maps (hardcopy or web), data analysis and data exports.	Assistance provided as needed to staff to ensure projects and reports are completed in a timely manner.

Task Number	Task Description	Final Year Summary
5	Provide support for Quabbin Park Cemetery management by maintaining the associated GIS layers for Deed Lots, Grave Lots, Interments, grave markers, metes and bounds, and irrigation system. Moreover, maintain the Cemetery Experience Builder website and develop additional data requested by Civil Engineering.	The new Quabbin Park Cemetery Experience Builder app was completed and will be a great resource going forward. A formal accessibility audit was completed by the GIS Coordinator and a record of this has been saved.
6	Complete GIS-related special projects as needed.	Special projects are completed as needed.
7	Keep current in new and emerging GIS technologies by attending webinars, taking self-paced trainings and attending conferences (where possible).	GIS staff have continued to keep up to date with educational opportunities. Travel restrictions limit attendance to regional events in other New England states.
8	Maintain OneNote Notebook "GIS Project Inventory". Update as time allows when new projects are completed or as existing projects change in a significant way. The goal is that this is a "living inventory" that allows DWSP staff to see what others are doing and to serve as inspiration for collaborations across watersheds and/or sections.	No update.
9	Maintain iPad inventory; ensure all devices are loaded into EEA- IT mobile device management system. Ensure iPads are replaced on a rolling 5-year basis from FY of purchase.	Maintained.
10	Assist staff in setting up iPads to work with mobile apps (Field Maps, Survey123 and QuickCapture) and to work with bluetooth GPS units (Bad Elf Pro+ and Arrow 100 GNSS). Provide troubleshooting and assistance as-needed.	Field equipment continues to be a resource for staff. Worked with EEA-IT and Quabbin CE to ensure that the Arrow 100 GNSS receivers were properly updated with new firmware.
Q. Support		
1	Operate administrative office	Front office is staffed, visitors directed accordingly, common area supplies replenished weekly, bulk office supplies order request sent to staff two to three times per year on average.
2	Manage payroll through SSTA and HR/CMS.	Payroll maintained throughout the FY.

Task Number	Task Description	Final Year Summary
3	Provide contract administration and related procurement	Renewed the DCR Gravel Crushing contract and the Piping and Related Products contracts. Establish an interim contract for Uniform Cleaning and Tailoring Services. Working in conjunction with other sections, completed the following major procurements: Installation of Barriers, Surveying Services, Garage Doors Reframe and Replacements, Security System Oakham, Septic Pumping Services, Hazard Tree Removal, Electrical Upgrades to the Tower and QAB, New Salem Apron Paving and Snow Guard Installation, and the purchases of EV lawn and grounds equipment, Hydro-seeder, FluoroProbe III, Rental Boats and an Excavator for FY2026
4	Conduct purchasing, maintain inventory, and keep records of supplies	Fiscal Year End - Storekeeper IV orders were received except for \$576.00 worth of Ranger Clothing that will be moved to Fiscal Year 26.
5	Process revenue for BLAs, Cemetery, and Forestry	All revenue processed efficiently.
6	Coordinate with EOEEA IT to provide local MIS support for the Quabbin/Ware Region.	Ongoing communication with IT related to phone systems, network, cell phones, etc.
7	Provide personnel services and assistance for all Quabbin/Ware Region employees.	Assistance provided.
8	Submit regular reports to Division Director, MWRA, and the Water Supply Protection Trust Board.	All reports submitted on time.
9	Plan and implement vehicle and equipment purchases in coordination with WA.	With supply changes, vehicle and heavy equipment purchases are required more than a FY before money is available. Accordingly, several FY25 vehicle and heavy equipment purchases were moved over to FY26.
10	Manage and maintain mechanical equipment (boats, vehicles, heavy equipment, small engines).	Ongoing as needed. New employee hire MEM II for small engine and boat repairs primarily.
11	Administer the Payment in Lieu of Taxes (PILOT) program	The FY25 PILOT was \$8,508,793. This figure represents a 0.2 percent increase from FY24 PILOT. FY25 PILOT took into account the addition of 409 acres of land. This is within the estimated increase of between 0.1 percent and 1.2 percent to approximately \$8.5 million - \$8.6 million presented in the FY2025 Work Plan. Quabbin towns received \$2.9 million with \$1.1 million paid in "hold harmless" - the difference between amount calculated by valuation times tax rate compared to previous year's PILOT payment (which can never go down). Of the \$2.9 million, \$662,000 is second payment for annexed lands. Ware River towns received \$1.1 million, with a hold harmless amount of \$97,000. Estimates for FY26 show an increase of between 8% to 10.5%, to approximately \$9.2 million - \$9.4 million

Task Number	Task Description	Final Year Summary
12	Encourage staff to participate in professional development opportunities, including professional memberships, meetings, trainings, webinars, and field trips.	Staff attended a variety of trainings and professional development but the ongoing decision to limit/eliminate out of state travel has made attendance difficult.
13	Budget development, maintenance, monitoring, and forecasting (e.g., Operating, Capital when available, Major Projects, other)	Various work groups, the RD, and the DRD established a detailed line-item budget FY25 at the beginning of the fiscal year. Meetings with work groups held to review detailed line-item budget requests for FY2026. Compiled a consolidated draft line-item budget for FY26. Provided monthly reporting on Major Projects status and met with the Major Projects Working Group monthly to update status and adjust for changes in the environment. Staff met with the RD and DRD quarterly to monitor the operating budget and adjust as needed. Monthly Budget versus Actual expenditures provided to the various work groups to monitor their spending.

Summary of Wachusett Watershed Ranger Interactions

Final Annual Report FY2025

Visitor Contacts: 14,709

Total Witnessed Violations: 1,079

Total Unwitnessed Violations: 63

Parking Tickets: 13

Law Enforcement Referrals: 14

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
1a	No Taking/Diverting Water.	0	0
1b1	No construction, filling, dredging, altering land without provisions to prevent erosion.	2	0
1b2	No construction, establishing, maintaining agricultural facilities or animal manure without adequate provision to prevent manure/other pollutants from entering Waters of Watershed System.	0	0
1b3	No engaging in any other activity that could degrade water quality.	6	0
1c	No person's property condition should result in discharge of any Pollutants into waters of Watershed system.	0	0
1d	Records of board of health or health agent concerning Watershed open to inspection by DCR/DEP.	0	0
1e	Person's causing incident/situation threatening pollutants to watershed shall notify DCR/DEP.	0	0
2a1	Entrance/Exit only through gates or designated areas.	5	2
2a2	Allowed on Watershed land one hour before sunrise to one hour after sunset.	80	3
2a3	No powered boats except in designated areas.	0	0
2a4	No acts which may pollute the water system. No litter thrown or left. Must use sanitary facilities.	1	4
2a5	All acts injuring the property are prohibited. No person shall injure, deface, destroy remove or carry off any property, including historic artifacts and natural materials. No removal of gravel, topsoil, stones, boulders or other material. No building or constructing any object or structure on property. Collection of berries and mushrooms is allowed for personal use only.	3	8
2a6	No cooking or fires.	7	3
2a7	No wading or swimming in reservoir except wading while using boots to launch boats in designated areas.	210	4
2a8	No wading or swimming in Tributary or Surface Waters, except in designated areas.	14	1
2a9	No organized sport activities except by written permission.	0	0
2a10	DCR, DWSP, and its employees are not responsible for damage to or loss of property sustained by fishermen, or for any loss of life which may be incurred in connection with public use of the reservoirs and watershed system.	0	0
2a11	No breach of peace, profanity or other disorderly conduct offensive to general public. No possession or drinking alcoholic beverages.	13	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2a12	No Motorized Vehicles. No recreational vehicles, except snowmobiles in designated areas. Motor vehicle parking in designated areas only. Operators of motor vehicles shall obey all regulatory signage unless otherwise directed. No willfully obstructing the free passage of vehicles or persons within the system.	23	1
2a13	No animals, except for horses and dogs at Ware River designated areas.	188	1
2a14	Bicycles, skis and other non-motorized transportation permitted in designated areas only.	68	5
2a15	No person shall bring land or cause to descend any aircraft within the Watershed except in an emergency.	1	0
2a16	No parades, games, fairs, bazaars, carnivals, fishing derbies, gifts or solicitation for raising funds without written approval.	0	0
2a17	No lotteries, raffles, gambling or games of chance. No possession of machinery for the former.	0	0
2a18	No groups of more than 25 people without written permit.	1	0
2a19	No engaging in business, sale or display of goods or wares without written permit.	0	0
2a20	No commercial signs or advertising.	1	1
2a21	No persons (unless authorized by law, license, or permit) shall have possession of or discharge any weapon, firearm, fireworks or other explosive on or within the watershed system except at times and areas designated. All forms of target shooting are prohibited.	1	0
2a22	No hunting, shooting, or trapping animals except at designated times and areas.	2	0
2a23	All persons within the watershed system shall obey the lawful directions of regulatory signs, police officers, DCR Rangers, or persons in charge, or of Federal or Commonwealth wardens or enforcement officers.	104	24
2a24	Any part of the watershed lands may be closed for the public access at any time by the commissioner.	219	5
2a25	The possession of all types of metal detectors or similar devices is prohibited on all of the Watershed System property.	2	0
-	<i>Special Regulations for Wachusett</i>	-	-
2d1	Persons in compliance with Commonwealth Fish and Game Laws and Regulations will be allowed to fish from shore of Wachusett Reservoir in areas designated by the commission or its designee.	81	1
2d2	Boating is prohibited in Wachusett Reservoir.	2	0
2d3	Fishing from the shoreline of the Reservoir shall be allowed only during a season designated by the Commission or its designee.	39	0
2d4	Any violation of 313 CMR 11.09 will be deemed sufficient cause for revocation of fishing privileges for not less than one year	0	0
-	<i>Special Regulations for Sudbury</i>	-	-
2e1	Persons in compliance with Commonwealth Fish and Game Laws and Regulations will be allowed to fish from shore of Sudbury Reservoir in areas designated by the commission or its designee.	5	0
2e2	Boating is prohibited on Sudbury Reservoir and Foss Reservoir.	0	0
	Total Violations	1,079	63

Wachusett-Sudbury Law Enforcement Responses/Referrals/Interactions: 14

Date	CMR Violation	Law Enforcement Agency
9-15-24	Gates left open: PC2C, PC1, B1A, B2 and roller gate on Brigham Road. Checked all internal roads as to not lock anyone in. Rutland PD notified	Rutland PD
10-04-24	Multiple motor vehicle accident onto property	Clinton PD and FD, Sterling FD and Leominster FD
10-12-24	Trespassers on the South Dike	MA State Police (MSP) Holden
10-12-24	Assistance posting No Parking signs at the Promenade	MSP Holden
10-26-24	AB contractor DASH's pontoon boat breaks from anchor	West Boylston Police contact Rangers
11-23-24	Illegal dumping	MA Environmental Police
4-01-25	Trespass: MSP requests CPD to respond to two youths trespassing on Wachusett Dam	Clinton Police
4-10-25	Trespass: RR trestle trespass	MSP
4-26-25	Swimming: MSP respond, EMS removes individual	MSP
4-28-25	Trespass: R8 reports vehicle information to MSP for two repeat offenders trespassing at Shaft 1.	MSP
5-05-25	Trespass: Four trespassing, one repeat offender removed by MSP.	MSP
6-01-25	Vandalism: Report to MSP fence cut by Leominster pumpstation	MSP
6-24-25	Suspicious person: CPD requests assistance of report of a suspicious male on DWSP property. Rangers locate individual.	Clinton Police
6-28-25	Report of assault at G14.	Boylston PD/MSP

Summary of Quabbin Watershed Ranger Interactions

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Visitor Contacts: 17,724

Total Witnessed Violations: 268

Total Unwitnessed Violations: 156

Parking Tickets: 10

Law Enforcement Referrals: 8

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
1a	No Taking/Diverting Water.	0	0
1b1	No construction, filling, dredging, altering land without provisions to prevent erosion.	0	10
1b2	No construction, establishing, maintaining agricultural facilities or animal manure without adequate provision to prevent manure/other pollutants from entering Waters of Watershed System.	0	0
1b3	No engaging in any other activity that could degrade water quality.	2	4
1c	No person's property condition should result in discharge of any Pollutants into waters of Watershed system.	0	0
1d	Records of board of health or health agent concerning Watershed open to inspection by DCR/DEP.	0	0
1e	Person's causing incident/situation threatening pollutants to watershed shall notify DCR/DEP.	0	0
2a1	Entrance/Exit only through gates or designated areas.	15	9
2a2	Allowed on Watershed land one hour before sunrise to one hour after sunset (except permitted night fishing).	18	0
2a3	No powered boats except in designated areas.	0	0
2a4	No acts which may pollute the water system. No litter thrown or left. Must use sanitary facilities.	0	75
2a5	All acts injuring the property are prohibited. No person shall injure, deface, destroy remove or carry off any property, including historic artifacts and natural materials. No removal of gravel, topsoil, stones, boulders, or other material. No building or constructing any object or structure on property. Collection of berries and mushrooms is allowed for personal use only.	3	37
2a6	No cooking or fires.	3	6
2a7	No wading or swimming in reservoir except wading while using boots to launch boats in designated areas.	0	0
2a8	No wading or swimming in Tributary or Surface Waters, except in designated areas.	0	0
2a9	No organized sport activities except by written permission.	0	0
2a10	DCR, DWSP, and its employees are not responsible for damage to or loss of property sustained by fishermen, or for any loss of life which may be incurred in connection with public use of the reservoirs and watershed system.	3	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2a11	No breach of peace, profanity or other disorderly conduct offensive to general public. No possession or drinking alcoholic beverages.	2	0
2a12	No Motorized Vehicles. No recreational vehicles, except snowmobiles in designated areas. Motor vehicle parking in designated areas only. Operators of motor vehicles shall obey all regulatory signage unless otherwise directed. No willfully obstructing the free passage of vehicles or persons within the system.	57	11
2a13	No animals, except for horses and dogs at Ware River designated areas.	73	0
2a14	Bicycles, skis and other non-motorized transportation permitted in designated areas only.	6	3
2a15	No person shall bring land or cause to descend any aircraft within the Watershed except in an emergency.	4	0
2a16	No parades, games, fairs, bazaars, carnivals, fishing derbies, gifts or solicitation for raising funds without written approval.	0	0
2a17	No lotteries, raffles, gambling or games of chance. No possession of machinery, instruments or equipment for the former.	0	0
2a18	No groups of more than 25 people without written permit.	0	0
2a19	No engaging in business, sale or display of goods or wares without written permit.	0	0
2a20	No commercial signs or advertising.	0	0
2a21	No persons (unless authorized by law, license, or permit) shall have possession of or discharge any weapon, firearm, fireworks or other explosive on or within the watershed system except at times and areas designated. All forms of target shooting are prohibited.	0	1
2a22	No hunting, shooting, or trapping animals except at designated times and areas.	0	0
2a23	All persons within the watershed system shall obey the lawful directions of regulatory signs, police officers, DCR Rangers, or persons in charge or of Federal or Commonwealth wardens or enforcement officers.	31	0
2a24	Any part of the watershed lands may be closed for the public access at any time to protect the lands and waters.	32	0
2a25	The possession of all types of metal detectors or similar devices is prohibited on all of the Watershed property.	0	0
<i>Special Regulations for Quabbin</i>			
2b1	Persons in compliance with Commonwealth Fish and Game Laws and Regulations will be allowed to fish from shore in areas designated by the Commission or its designee. A valid state fishing or sporting license is required by any person renting or launching a boat at any commission facility subject to 313 CMR 11.09. Reasonable fees for the use of boats, for rental of outboard motors for fishing purposes, or use of Commission facilities including parking and boat ramps, may be charged by the Commission.	12	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2b2	Persons permitted to fish from boats shall at all times be responsible for the sanitary conditions of the boat. Persons under 16 years of age must be accompanied by a person possessing a valid fishing license in order to boat on Quabbin Reservoir.	0	0
2b3	Only boats of a minimum length of 12 feet, and of a type considered safe by the Commission representative in charge, shall be used. No inboard motors, collapsible boats, sailboats, pontoon boats, square stern canoes, or similar craft will be permitted in the water except in areas designated for boating by the Commission or its designee. Outboard motors shall have a rating of not more than $\frac{1}{2}$ the BIA or OBC rated horsepower for the boat and shall not exceed 20 horsepower, except that outboard motors for Commission boats less than 14 feet six inches shall not exceed 10 horsepower. Boats less than 14 feet shall be limited to 3 occupants, and boats of that length and in excess thereof may be licensed to carry 4 occupants. No boats shall carry more than 4 occupants. Canoes and Jon boats of a minimum of 12 feet, and a type considered safe by the Commission representative in charge, shall be used only in areas designated for boating by the Commission on Pottapaug Pond above the regulating dam and at Gate 31 above the regulating dam. Canoes less than 16 feet and Jon boats less than 14 feet six inches in length will be limited to 2 occupants, and canoes and Jon boats in excess thereof may be licensed to carry 3 occupants. All boats must be in compliance with current Commonwealth Boating Laws. All boats must be clean and contain no refuse of any kind. Commission personnel shall have the right to inspect all private boats launched at Commonwealth facilities and may deny access in order to protect water quality or safety of occupants. Chock blocks must be used on vehicles when removing boats from the reservoir.	3	0
2b4	No person shall operate a motor boat at a speed other than responsible and proper or in such a manner as to annoy or endanger the occupants of other boats.	0	0
2b5	All privately owned boats, motors and other equipment must be removed from the property of the Commission each day.	0	0
2b6	Boats shall not leave the mooring areas before dawn and must at the time posted at each mooring area. The beaching of boats at any point except at the designated mooring and landing areas is strictly prohibited except in cases of extreme emergency.	4	0
2b7	Any violation of 350 CMR 11.09 can result in loss of fishing privileges for not less than one year	0	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
	<i>Special Regulations for Ware River</i>		
2c1	Ware River Watershed Fishing in designated areas.	0	0
2c2	Powered boats and powered canoes prohibited in the Ware River Reservation.	0	0
2c3	Powered boat motor restrictions outside the Ware River Reservation.	0	0
2c4	Any violation of 350 CMR 11.09 can result in loss of fishing privileges for not less than one year.	0	0
-	Total Violations	268	156

Quabbin Law Enforcement Responses/Referrals/Interactions: 8

Date	CMR Violation	Law Enforcement Agency
07-21-2024	Motor vehicle (MV) trespassing and getting stuck inside gate 40	MA State Police (MSP) C7
07-21-2024	Suspicious MV parked near QP Cemetery	MSP C7
08-11-2024	One male/one female caught on camera trespassing with motorcycle near baffle dams	MSP C7
08-25-2024	Rental boat beached and two visitors on Walker Island	MSP C7
04-25-2025	Visitors under the influence of alcohol	MSP C7
05-26-2025	Trespassing Order Violation	MSP C7
06-28-2025	Racoon in distress	MSP C7
06-30-2025	Medical assist	MSP C7

Summary of Ware River Watershed Ranger Interactions

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Visitor Contacts: 10,515

Total Witnessed Violations: 648

Total Unwitnessed Violations: 312

Parking Tickets: 14

Law Enforcement Referrals: 14

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
1a	No Taking/Diverting Water.	0	0
1b1	No construction, filling, dredging, altering land without provisions to prevent erosion.	0	3
1b2	No construction, establishing, maintaining agricultural facilities or animal manure without adequate provision to prevent manure/other pollutants from entering Waters of Watershed System.	0	0
1b3	No engaging in any other activity that could degrade water quality.	1	3
1c	No person's property condition should result in discharge of any Pollutants into waters of Watershed system.	0	0
1d	Records of board of health or health agent concerning Watershed open to inspection by DCR/DEP.	0	0
1e	Person's causing incident/situation threatening pollutants to watershed shall notify DCR/DEP.	0	0
2a1	Entrance/Exit only through gates or designated areas.	13	7
2a2	Allowed on Watershed land one hour before sunrise to one hour after sunset (except permitted night fishing).	27	27
2a3	No powered boats except in designated areas.	0	0
2a4	No acts which may pollute the water system. No litter thrown or left. Must use sanitary facilities.	7	66
2a5	All acts injuring the property are prohibited. No person shall injure, deface, destroy remove or carry off any property, including historic artifacts and natural materials. No removal of gravel, topsoil, stones, boulders, or other material. No building or constructing any object or structure on property. Collection of berries and mushrooms is allowed for personal use only.	13	49
2a6	No cooking or fires.	44	23
2a7	No wading or swimming in reservoir except wading while using boots to launch boats in designated areas.	2	0
2a8	No wading or swimming in Tributary or Surface Waters, except in designated areas.	65	4
2a9	No organized sport activities except by written permission.	0	0
2a10	DCR, DWSP, and its employees are not responsible for damage to or loss of property sustained by fishermen, or for any loss of life which may be incurred in connection with public use of the reservoirs and watershed system.	0	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2a11	No breach of peace, profanity or other disorderly conduct offensive to general public. No possession or drinking alcoholic beverages.	33	13
2a12	No Motorized Vehicles. No recreational vehicles, except snowmobiles in designated areas. Motor vehicle parking in designated areas only. Operators of motor vehicles shall obey all regulatory signage unless otherwise directed. No willfully obstructing the free passage of vehicles or persons within the system.	167	76
2a13	No animals, except for horses and dogs at Ware River designated areas.	162	14
2a14	Bicycles, skis and other non-motorized transportation permitted in designated areas only.	0	0
2a15	No person shall bring land or cause to descend any aircraft within the Watershed except in an emergency.	2	0
2a16	No parades, games, fairs, bazaars, carnivals, fishing derbies, gifts or solicitation for raising funds without written approval.	0	0
2a17	No lotteries, raffles, gambling or games of chance. No possession of machinery, instruments or equipment for the former.	0	0
2a18	No groups of more than 25 people without written permit.	0	0
2a19	No engaging in business, sale or display of goods or wares without written permit.	0	0
2a20	No commercial signs or advertising.	0	1
2a21	No persons (unless authorized by law, license, or permit) shall have possession of or discharge any weapon, firearm, fireworks or other explosive on or within the watershed system except at times and areas designated. All forms of target shooting are prohibited.	2	4
2a22	No hunting, shooting, or trapping animals except at designated times and areas.	15	7
2a23	All persons within the watershed system shall obey the lawful directions of regulatory signs, police officers, DCR Rangers, or persons in charge or of Federal or Commonwealth wardens or enforcement officers.	34	1
2a24	Any part of the watershed lands may be closed for the public access at any time to protect the lands and waters.	1	0
2a25	The possession of all types of metal detectors or similar devices is prohibited on all of the Watershed property.	1	4
-	<i>Special Regulations for Quabbin</i>		
2b1	Persons in compliance with Commonwealth Fish and Game Laws and Regulations will be allowed to fish from shore in areas designated by the Commission or its designee. A valid state fishing or sporting license is required by any person renting or launching a boat at any commission facility subject to 313 CMR 11.09. Reasonable fees for the use of boats, for rental of outboard motors for fishing purposes, or use of Commission facilities including parking and boat ramps, may be charged by the Commission.	29	0

313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2b2	Persons permitted to fish from boats shall at all times be responsible for the sanitary conditions of the boat. Persons under 16 years of age must be accompanied by a person possessing a valid fishing license in order to boat on Quabbin Reservoir.	1	0
2b3	Only boats of a minimum length of 12 feet, and of a type considered safe by the Commission representative in charge, shall be used. No inboard motors, collapsible boats, sailboats, pontoon boats, square stern canoes, or similar craft will be permitted in the water except in areas designated for boating by the Commission or its designee. Outboard motors shall have a rating of not more than $\frac{1}{2}$ the BIA or OBC rated horsepower for the boat and shall not exceed 20 horsepower, except that outboard motors for Commission boats less than 14 feet six inches shall not exceed 10 horsepower. Boats less than 14 feet shall be limited to 3 occupants, and boats of that length and in excess thereof may be licensed to carry 4 occupants. No boats shall carry more than 4 occupants. Canoes and Jon boats of a minimum of 12 feet, and a type considered safe by the Commission representative in charge, shall be used only in areas designated for boating by the Commission on Pottapaug Pond above the regulating dam and at Gate 31 above the regulating dam. Canoes less than 16 feet and Jon boats less than 14 feet six inches in length will be limited to 2 occupants, and canoes and Jon boats in excess thereof may be licensed to carry 3 occupants. All boats must be in compliance with current Commonwealth Boating Laws. All boats must be clean and contain no refuse of any kind. Commission personnel shall have the right to inspect all private boats launched at Commonwealth facilities and may deny access in order to protect water quality or safety of occupants. Chock blocks must be used on vehicles when removing boats from the reservoir.	1	0
2b4	No person shall operate a motor boat at a speed other than responsible and proper or in such a manner as to annoy or endanger the occupants of other boats.	1	0
2b5	All privately owned boats, motors and other equipment must be removed from the property of the Commission each day.	0	0
2b6	Boats shall not leave the mooring areas before dawn and must at the time posted at each mooring area. The beaching of boats at any point except at the designated mooring and landing areas is strictly prohibited except in cases of extreme emergency.	0	0
2b7	Any violation of 350 CMR 11.09 can result in loss of fishing privileges for not less than one year	0	0
-	<i>Special Regulations for Ware River</i>		
2c1	Ware River Watershed Fishing in designated areas.	10	10
2c2	Powered boats and powered canoes prohibited in the Ware River Reservation.	0	0
2c3	Powered boat motor restrictions outside the Ware River Reservation.	17	0

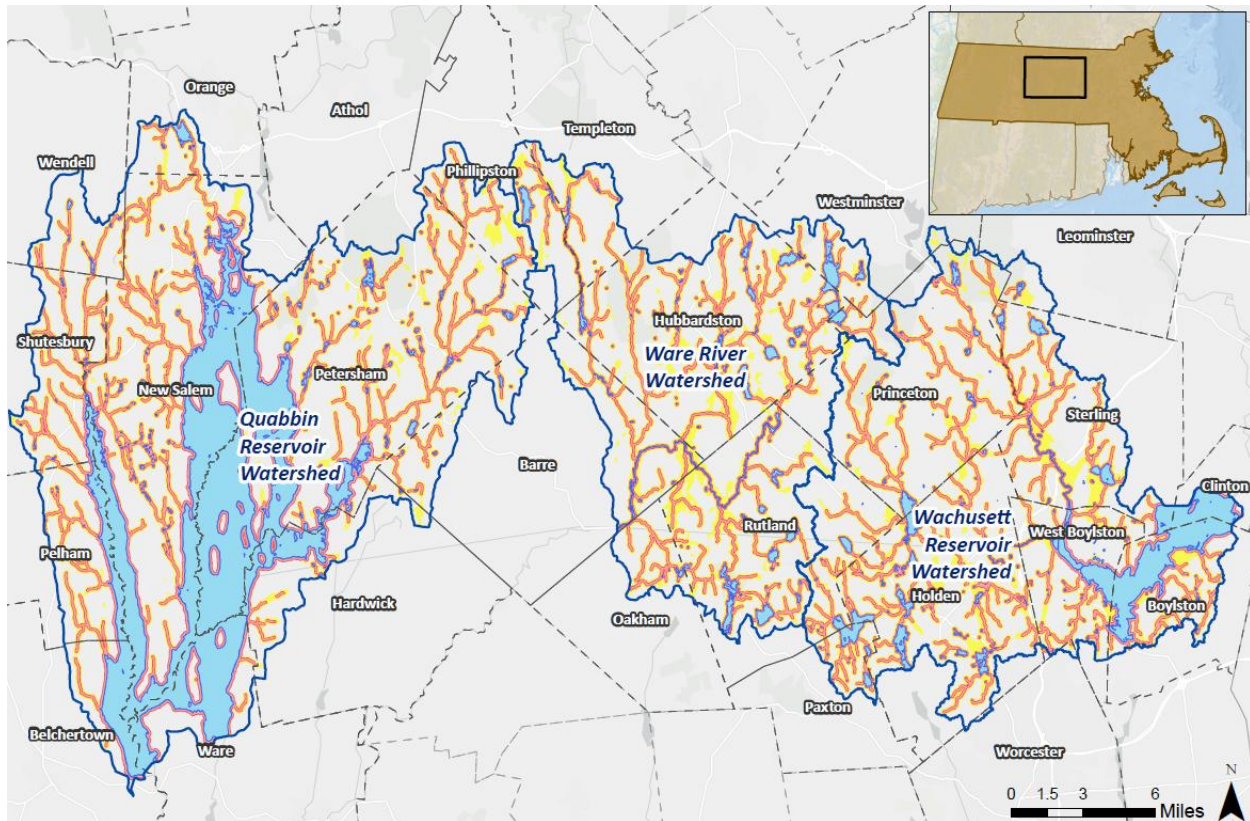
313 CMR 11.09	Condensed Code of MA Regulation (CMR)	Number of Witnessed Violations	Number of Unwitnessed Violations
2c4	Any violation of 350 CMR 11.09 can result in loss of fishing privileges for not less than one year.	0	0
-	Total Violations	648	312

WRW Law Enforcement Responses/Referrals/Interactions: 14

Date	CMR Violation	Law Enforcement Agency
09-15-2024	Gates left open: PC2C, PC1, B1A, B2 and roller gate on Brigham Road. Checked all internal roads as to not lock anyone in.	Rutland Police Department (PDO)
10-02-2024	Abandon Camper	Hubbardston PD
10-02-2024	Male irate over hunting regs	Rutland PD
11-09-2024	Abandon vehicle fire	Rutland PD/MA Environmental Police (MEP)/MA State Police
11-22-2024	Bag Limit Violation/Alcohol	MEP
11-28-2024	Cats found in a duffle bag.	Rutland PD/Animal Control
12-09-2024	Suspicious Vehicle	Rutland PD
12-11-2024	Suspicious Vehicle/Firearm exchange	Rutland PD
01-15-2025	Abandoned canoe in Hubbardston	MEP
03-13-2025	Dumping on Lake Ave	Rutland PD
05-08-2025	Trespass Order Violated	Rutland PD
06-11-2025	Suspicious Vehicle – Crossover Road	Oakham PD
06-18-2025	Erratic Boat – Comet Pond	MEP
06-19-2025	Large Motor Warning – Long Pond	MEP

Watershed Protection Act Report – Fiscal Year 2025

The Watershed Protection Act (WsPA; 313 CMR 11.04) regulates land use within critical areas of the Quabbin Reservoir, Ware River and Wachusett Reservoir watersheds. For more information, [go to the WsPA website](#).



Areas regulated by the Watershed Protection Act shown in red (Primary Protection Zone – 313 CMR 11.04(3)(a)) and yellow (Secondary Protection Zone – 313 CMR 11.04(3)(b)).

WsPA Applications and Decisions Issued: This table contains any application for which a decision has been issued during FY25 within the Wachusett Reservoir, Quabbin Reservoir, and Ware River watersheds. Details for each watershed are on following pages.

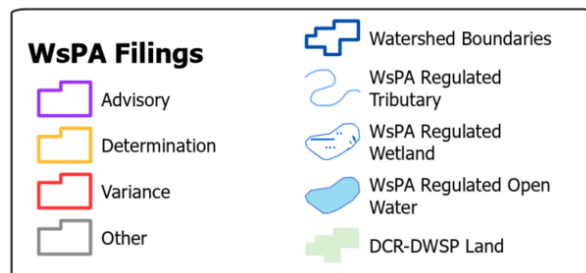
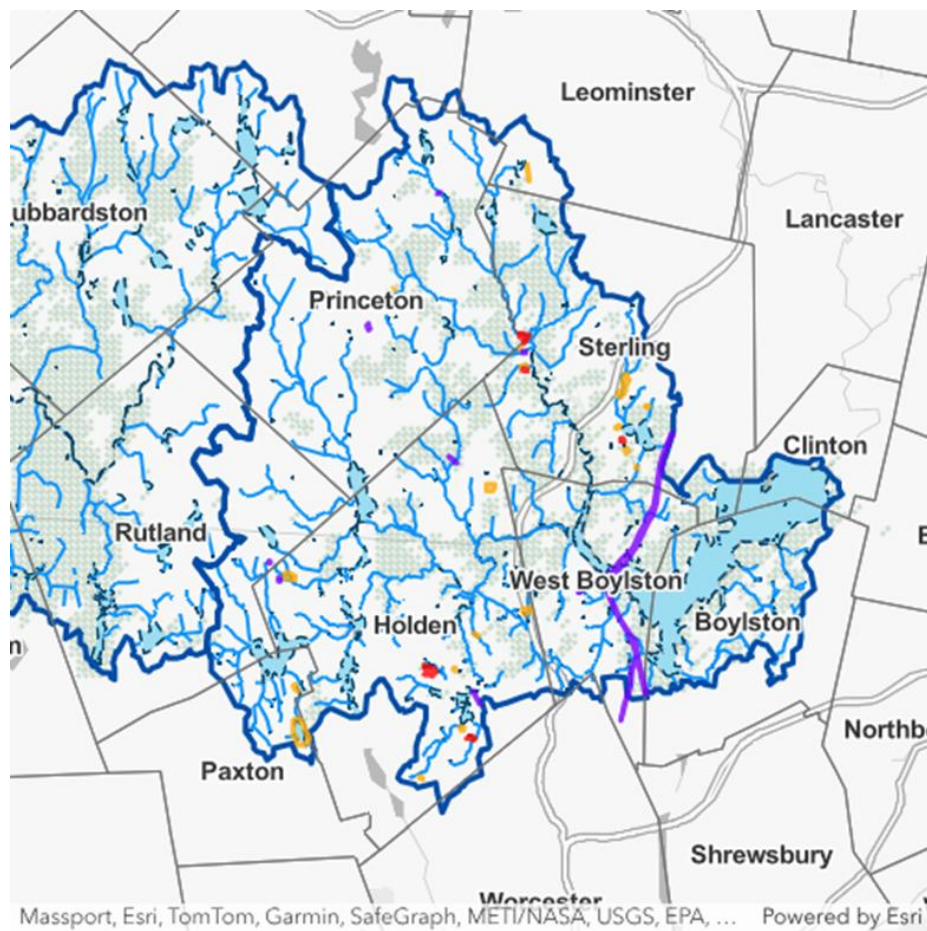
Application Type	Decisions
Advisory Opinions	32
Determinations	38
Variances Decisions	7
Total	77

Watershed: Wachusett

WsPA Decisions Issued:

This table and accompanying map contain any applications for which a decision has been issued during the specified time period at the top of this report.

Application Type	# Decisions
Advisory Opinions	10
Determinations	23
Variances Decisions	6
Total	39

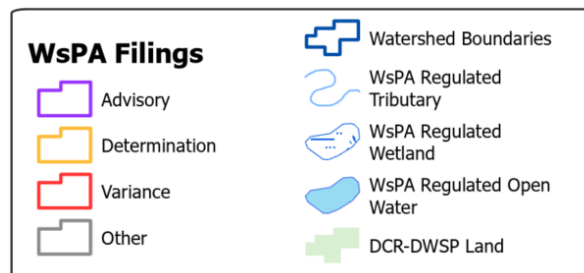
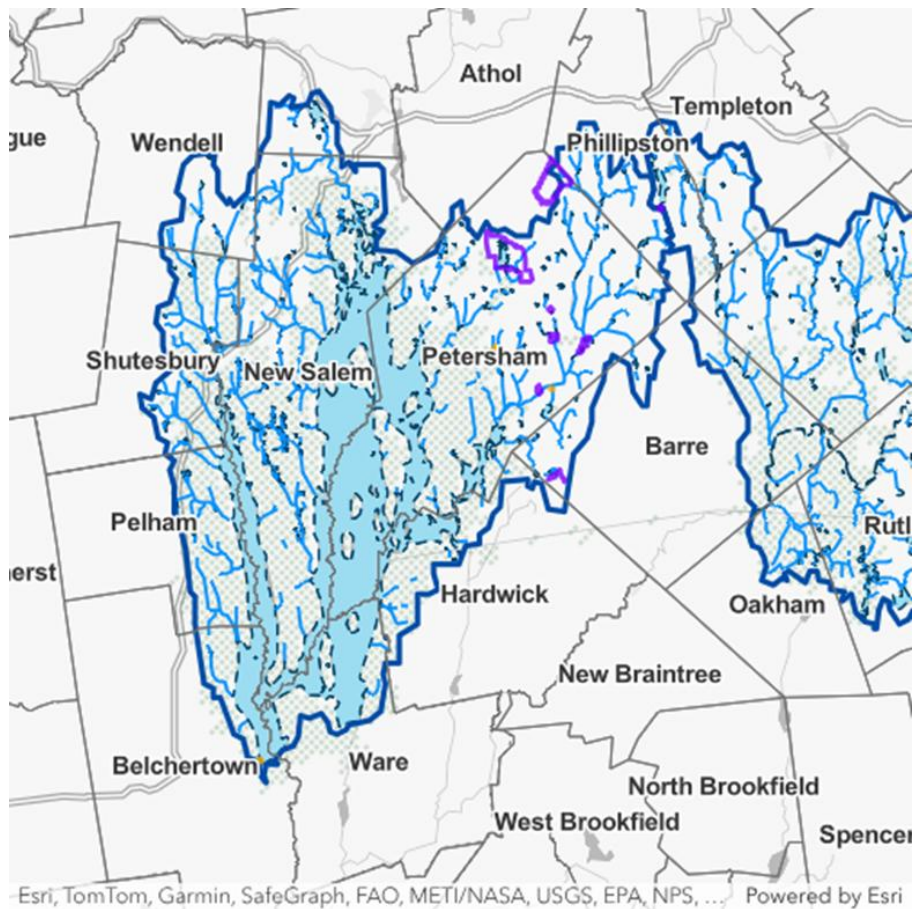


Watershed: Quabbin

WsPA Decisions Issued:

This table and accompanying map contain any applications for which a decision has been issued during the specified time period at the top of this report.

Application Type	# Decisions
Advisory Opinions	9
Determinations	4
Variances Decisions	0
Total	13

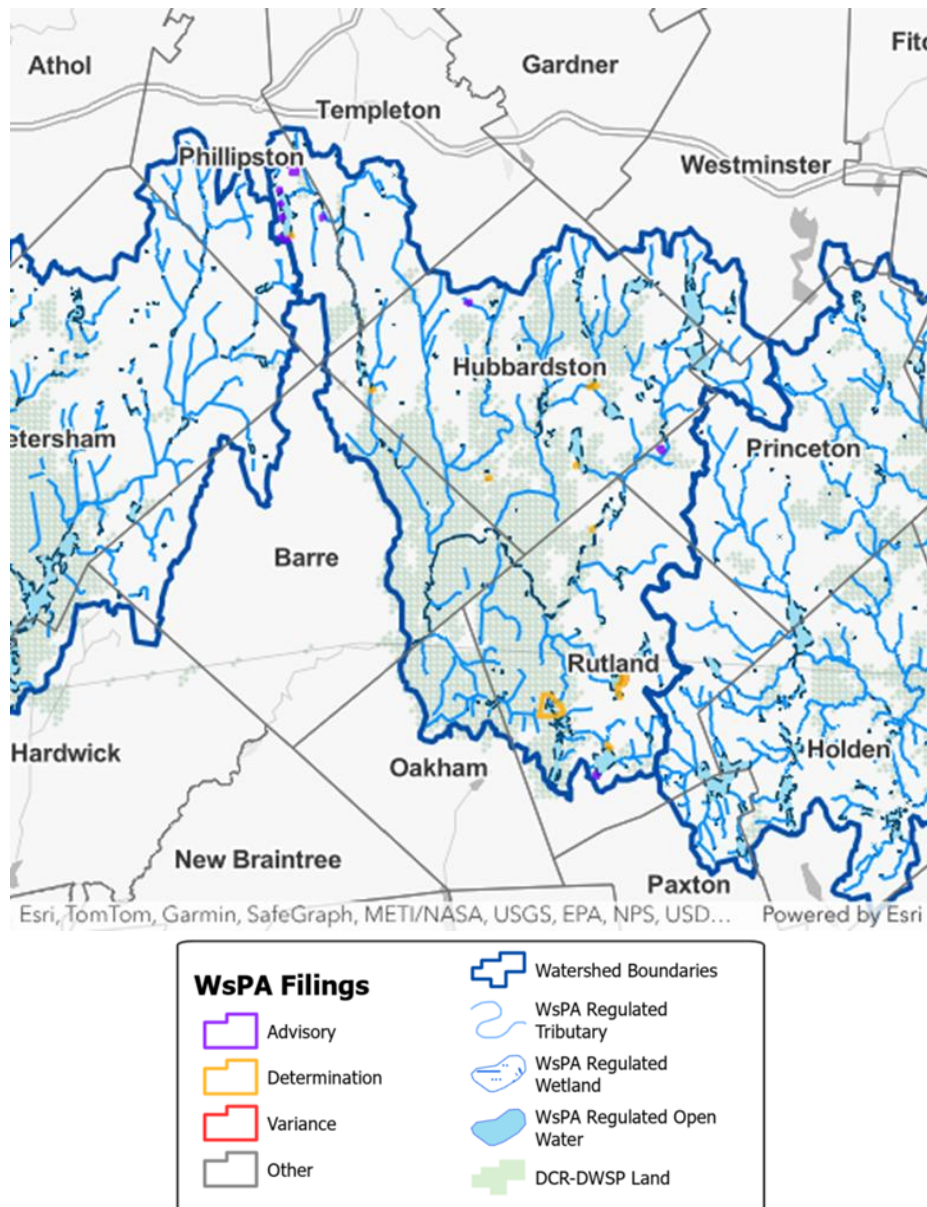


Watershed: Ware River

WsPA Decisions Issued:

This table and accompanying map contain any applications for which a decision has been issued during the specified time period at the top of this report.

Application Type	# Decisions
Advisory Opinions	13
Determinations	11
Variances Decisions	1
Total	25



FY2025 Final Expenditures

**DCR Division of Water Supply Protection
Office of Watershed Management
FY25 Work Plan Final Expenditures**

Object Class	Object	Object Name	FY25 Total Expenditures	FY25 Budget	Expended versus Budget Difference	Percent Difference
AA	A01	Salaries: Inclusive	\$12,110,907.97	-	-	-
AA	A06	Stand-By-Pay	\$0.00	-	-	-
AA	A07	Shift Differential Pay	\$40,655.84	-	-	-
AA	A08	Overtime Pay	\$158,436.42	-	-	-
AA	A10	Holiday Pay	\$65,318.18	-	-	-
AA	A11	Salaries-Supplemental	\$0.00	-	-	-
AA	A12	Sick-Leave Buy Back	\$17,030.44	-	-	-
AA	A13	Vacation-In-Lieu	\$95,588.42	-	-	-
AA	A14	Stipends, Bonus Pay and Awards	\$0.00	-	-	-
AA	AA1	Salaries: Supplemental	\$44,210.59	-	-	-
AA Total	-	-	\$12,532,147.86	\$13,803,586.00	(\$1,271,438.14)	91%
BB	B01	Other Out Of State Travel	\$6,106.81	-	-	-
BB	B02	In-State Travel	\$2,613.84	-	-	-
BB	B03	Overtime Meals	\$0.00	-	-	-
BB	B05	Conference, Training, Registration and Membership Dues	\$4,440.34	-	-	-
BB	B10	Exigent Job Related Expenses	\$61.85	-	-	-
BB	B11	Employer Refund of Non-Tax Benefits	\$0.00	-	-	-
BB	B91	Employee Reimbursement Accounts Payable	\$276.96	-	-	-
BB Total	-	-	\$13,499.80	\$20,000.00	(\$6,500.20)	67%
CC	C01	Contracted Seasonal Facilities	\$0.00	-	-	-
CC	C04	Contracted Seasonal Employees	\$7,182.00	-	-	-
CC	C23	Management, Business Professionals & Admin Services	\$19,897.90	-	-	-
CC Total	-	-	\$27,079.90	\$25,000.00	\$2,079.90	108%
DD	D09	Non-Fringe Benefit Cost Recoupment (payroll tax)	\$1,169,341.42	-	-	-
DD	D09	Fringe Benefits Costs Recoupment	\$4,331,962.43	-	-	-
DD	D15	Workers' Compensation Chargebacks	\$230,000.00	-	-	-
DD	D21	Health Ins Costs of Employ/Leave in Excess of 1 Yr Chgback	\$0.00	-	-	-
DD Total	-	-	\$5,731,303.85	\$6,363,755.00	(\$632,451.15)	90%
EE	E01	Office & Administrative Supplies	\$6,030.72	-	-	-
EE	E02	Printing Expenses & Supplies	\$2,726.96	-	-	-
EE	E04	Central Reprographics Chargeback	\$0.00	-	-	-
EE	E06	Postage	\$1,850.00	-	-	-
EE	E12	Subscriptions, Memberships & Licensing Fees	\$480.00	-	-	-
EE	E13	Advertising Expenses	\$597.56	-	-	-
EE	E14	Exhibits/Displays	\$3,522.84	-	-	-
EE	E15	Water Treatment - Office Water	\$2,650.95	-	-	-
EE	E19	Fees, Fines, Licenses, Permits & Chargebacks	\$36,142.83	-	-	-
EE	E20	Motor Vehicle Chargeback	\$89,632.85	-	-	-

Object Class	Object	Object Name	FY25 Total Expenditures	FY25 Budget	Expended versus Budget Difference	Percent Difference
EE	E22	Temp Use Space/Confer-Incidental Includes Reservation Fees	\$0.00	-	-	-
EE	E30	Credit card Purchases	\$0.00	-	-	-
EE	E53	S&J: Non-reportable to claimant, sole payee	\$10,000.00	-	-	-
EE	EE2	Conference, Training and Registration Fees	\$3,975.00	-	-	-
EE Total	-	-	\$157,609.71	\$135,000.00	\$22,609.71	117%
FF	F01	Food, Beverages & Preservation	\$544.89	-	-	-
FF	F03	Laundry and Cleaning Supplies	\$134.69	-	-	-
FF	F05	Laboratory Supplies	\$4,688.28	-	-	-
FF	F06	Medical & Surgical Supplies	\$7,125.15	-	-	-
FF	F09	Clothing & Footwear	\$80,169.96	-	-	-
FF	F10	Facility Furnshings	\$1,477.36	-	-	-
FF	F11	Laundry & Cleaning Supplies	\$12,359.35	-	-	-
FF	F13	Live Animals & Related Supplies	\$968.79	-	-	-
FF	F16	Library and Teaching Supplies and Materials	\$501.19	-	-	-
FF	F18	Recreation, Religious & Social Supplies & Materials	\$12,268.44	-	-	-
FF	F19	Manufacturing Supply & Materials & Raw Materials	\$3,323.85	-	-	-
FF	F21	Navigational & Nautical Supplies	\$14,965.75	-	-	-
FF	F24	Motor Vehicle Maintenance and Repair Parts	\$91,161.71	-	-	-
FF	F27	Law Enforcement & Security Supplies	\$7,014.74	-	-	-
FF Total	-	-	\$236,704.15	\$270,000.00	(\$33,295.85)	88%
GG	G03	Electricity	\$76,748.71	-	-	-
GG	G05	Fuel For Vehicles	\$171,810.77	-	-	-
GG	G06	Fuel For Buildings	\$125,586.93	-	-	-
GG	G08	Sewage Disposal & Water	\$3,106.96	-	-	-
GG	G11	Natural Gas	\$773.06	-	-	-
GG	GG1	Natural Gas Supply	\$0.00	-	-	-
GG Total	-	-	\$378,026.43	\$440,000.00	(\$61,973.57)	86%
HH	H09	Attorneys/Legal Services	\$15,886.79	-	-	-
HH	HH1	Financial Services	\$80,287.10	-	-	-
HH	HH2	Engineering, Research and Scientific Services	\$184,682.37	-	-	-
HH Total	-	-	\$280,856.26	\$279,000.00	\$1,856.26	101%
JJ	JJ2	Auxiliary Services	\$500.00	-	-	-
JJ	J10	Auxiliary Financial Services	\$5,270.63	-	-	-
JJ	J27	Laundry Services	\$10,442.19	-	-	-
JJ	J25	Laboratory & Pharmaceutical Services	\$9,753.01	-	-	-
JJ	J28	Law Enforcement	\$0.00	-	-	-
JJ	J33	Photographic and Micrographic Services	\$0.00	-	-	-
JJ	J41	Sheriffs, Constables, Process Servers	\$205.94	-	-	-
JJ	J44	Surveyors	\$7,541.65	-	-	-
JJ	J50	Instructors/Lecturers/Trainers	\$0.00	-	-	-
JJ	JJ1	Legal Support Services	\$18,228.90	-	-	-
JJ Total	-	-	\$51,942.32	\$130,000.00	(\$78,057.68)	40%

Object Class	Object	Object Name	FY25 Total Expenditures	FY25 Budget	Expended versus Budget Difference	Percent Difference
KK	K02	Educational Equipment	\$0.00	-	-	-
KK	K03	Programmatic Facility Equipment	\$34,686.96	-	-	-
KK	K04	Motorized Vehicle Equipment	\$365,596.98	-	-	-
KK	K05	Office Equipment	\$0.00	-	-	-
KK	K06	Printing, Photocopying, and Micrographics Equipment	\$0.00	-	-	-
KK	K07	Office Furnishings	\$2,125.80	-	-	-
KK	K09	Medical Equipment	\$0.00	-	-	-
KK	K10	Law Enforcement & Security Equipment	\$87,298.69	-	-	-
KK	K11	Heavy Equipment	\$404,877.25	-	-	-
KK	K12	Television Broadcasting Equipment	\$0.00	-	-	-
KK Total	-	-	\$894,585.68	\$956,300.00	(\$61,714.32)	94%
LL	L11	Heavy Equipment Lease-Purchase	\$0.00	-	-	-
LL	L23	Programmatic Facility Equipment Rental or Lease	\$96,810.26	-	-	-
LL	L24	Motorized Vehicle Equip. Rental or Lease	\$0.00	-	-	-
LL	L25	Office Equipment Rental or Lease	\$3,460.28	-	-	-
LL	L26	Printing/Photocopy & Micrographics Equip Rent/Lease	\$16,089.54	-	-	-
LL	L31	Heavy Equipment Rental or Lease	\$2,082.50	-	-	-
LL	L42	Educational Equipment Maintenance & Repair	\$0.00	-	-	-
LL	L44	Motorized Vehicle Equipment Maintenance & Repair	\$90,184.26	-	-	-
LL	L45	Office Equipment Maintenance & Repair	\$720.37	-	-	-
LL	L46	Print, Photocopying & Micrograph Equipment Maint/Repair	\$2,498.90	-	-	-
LL	L50	Law Enforcemt/Security Equipment Maintenance/Repair	\$0.00	-	-	-
LL	L51	Heavy Equipment Maintenance/Repair	\$11,522.58	-	-	-
LL	L63	Programmatic Equipment Maintenance & Repair	\$11,277.54	-	-	-
LL Total	-	-	\$234,646.23	\$215,000.00	\$19,646.23	109%
NN	N15	Building/Vertical Structure Construction	\$0.00	-	-	-
NN	N16	Major Const/Renovation Bldg & Land Improvements	\$3,744.31	-	-	-
NN	N17	Major Building Maintenance and Land Improvements	\$43,730.00	-	-	-
NN	N19	Land Acquistion and Eminent Domain	\$0.00	-	-	-
NN	N21	Highway Horizontal/Lateral Constssruction	\$56,910.56	-	-	-
NN	N22	Highway Horizontal/Lateral Maintenance & Improvements	\$149,011.12	-	-	-
NN	N23	Highway Maintenance Materials	\$28,172.45	-	-	-
NN	N41	State Park & Recreation Facilities Construction	\$242,613.02	-	-	-
NN	N50	Non-Major Facility Infrastructure Maintenance and Repair	\$195,501.54	-	-	-
NN	N52	Facility Infrastructure Maintenance & Repair Tools & Supplies	\$135,915.35	-	-	-
NN	N60	Lawn & Grounds Equipment Maint & Repair	\$19,207.73	-	-	-
NN	N61	Lawn and Grounds Equipment	\$87,351.01	-	-	-
NN	N63	Rental or Lease of Facility	\$0.00	-	-	-
NN	N64	Garden Expenses, Tools and Supplies	\$30,937.89	-	-	-
NN	N71	Exterminators/Integrated Pest Management	\$3,212.50	-	-	-
NN	N72	Hazardous Waste Removal Services	\$35,947.28	-	-	-
NN	N73	Non-Hazardous Waste Removal Services	\$21,835.05	-	-	-

Object Class	Object	Object Name	FY25 Total Expenditures	FY25 Budget	Expended versus Budget Difference	Percent Difference
NN	N74	Snow Removal and Groundskeeping Services	\$47,653.50	-	-	-
NN	N98	Reimbursement for Travel/Other Expense Infrastructure Projects	\$0.00	-	-	-
NN	NN1	Engineering, Research and Scientific Services	\$416,670.93	-	-	-
NN Total	-	-	\$1,518,414.24	\$1,585,000.00	(\$66,585.76)	96%
PP	P01	Grants to Public Entities	\$36,743.00	-	-	-
PP Total	-	-	\$36,743.00	\$100,000.00	(\$63,257.00)	37%
TT	T04	Payments and Refunds	\$150,760.00	-	-	-
TT Total	-	-	\$150,760.00	\$160,000.00	(\$9,240.00)	94%
UU	U01	Telecommunications Services Data	\$4,361.47	-	-	-
UU	U02	Telecommunications Services - Voice	\$120,293.98	-	-	-
UU	U03	Software & Information Technology Licenses (IT)	\$0.00	-	-	-
UU	U04	Information Technology (IT) Chargeback	\$65,248.60	-	-	-
UU	U05	Information Technology (IT) Professionals	\$0.00	-	-	-
UU	U06	Information Technology (IT) Cabling	\$0.00	-	-	-
UU	U07	Information Technology (IT) Equipment	\$56,440.65	-	-	-
UU	U09	Information Technology (IT) Equip Rental Or Lease	\$0.00	-	-	-
UU	U10	Information Tech (IT) Equipment Maintenance & Repair	\$8,463.01	-	-	-
UU	U11	Information Technology (IT) Contract Services	\$2,312.16	-	-	-
UU	U12	Cloud based subscription, membership and Licensing fees	\$2,809.22	-	-	-
UU Total	-	-	\$259,929.09	\$210,000.00	\$49,929.09	124%
Grand Total	-	-	\$22,504,248.52	\$24,692,641.00	(\$2,188,392.48)	91%

FY2025 Final Revenue

DCR Division of Water Supply Protection, Office of Watershed Management
FY2025 Revenue Summary

Revenue Budget	Description	July	August	September	October	November	December	Total Collected Revenue Period 1-6
2010/0300/WMP1/DCR/0500	Interment Fees	\$150.00	\$435.00	-	\$1,324.00	\$35.00	-	\$1,944.00
2010/0300/WMP1/DCR/3148	Fish and Boating/Deer Hunt	\$36,907.00	\$36,357.00	\$25,813.00	\$13,452.00	-	-	\$112,529.00
2010/0300/WMP1/DCR/4000	Rents	-	-	\$74.96	-	-	-	\$74.96
2010/0300/WMP1/DCR/4500	Forestry Sales	\$30,306.00		\$7,000.00		\$70,235.00	\$42,175.00	\$149,716.00
2010/0300/WMP1/DCR/6900	Miscellaneous	-	-	-	-	-	-	-
2010/0300/WMP1/DCR/6901	Prior Year Refunds	-	-	-	-	-	-	-
2010/0300/WMP1/DCR/6995	Hydropower/Transmission Lines	\$6,363.01	\$6,363.01	-	\$147,739.91	\$156,817.14	\$102,799.24	\$420,082.31
Totals		\$73,726.01	\$43,155.01	\$32,887.96	\$162,515.91	\$227,087.14	\$144,974.24	\$684,346.27

Revenue Budget	Description	January	February	March	April	May	June	Total Collected Revenue Period 7-12	FY25 Total Revenue
2010/0300/WMP1/DCR/0500	Interment Fees	\$75.00		\$35.00	\$231.00	\$492.00	\$290.00	\$1,123.00	\$3,067.00
2010/0300/WMP1/DCR/3148	Fish and Boating/Deer Hunt	\$325.00	\$3,440.00	\$8,950.00	\$20,166.00	\$37,742.00	\$36,541.00	\$107,164.00	\$219,693.00
2010/0300/WMP1/DCR/4000	Rents	\$36.42	-	-	-	\$6,225.30	-	\$6,261.72	\$6,336.68
2010/0300/WMP1/DCR/4500	Forestry Sales	\$31,221.00	\$2,150.00	\$4,500.00	\$19,210.00	\$16,768.00	\$99,657.50	\$173,506.50	\$323,222.50
2010/0300/WMP1/DCR/6900	Miscellaneous	-	-	\$200.00	-	-	\$2,089.12	\$2,289.12	\$2,289.12
2010/0300/WMP1/DCR/6901	Prior Year Refunds	-	-	\$4,962.34	-	-	-	\$4,962.34	\$4,962.34
2010/0300/WMP1/DCR/6995	Hydropower/Transmission Lines	\$126,743.88	\$167,387.51	\$190,894.35	\$7,029.10	-	-	\$492,054.84	\$912,137.15
Totals		\$158,401.30	\$172,977.51	\$209,541.69	\$46,636.10	\$61,227.30	\$138,577.62	\$787,361.52	\$1,471,707.79
FY25 Revenue Adjustments	-	-	-	-	-	-	-	-	\$(15,877.61)
Total Revenue	-	-	-	-	-	-	-	-	\$1,455,830.18

FY2025 Final Land Acquisition

**DCR Division of Water Supply Protection
FY2025 Office of Watershed Management Land Acquisitions**

DCR acquired control of 114.2 additional acres of watershed land in FY25. DCR utilized \$245,000 of MWRA funds on land acquisition in FY25 to purchase the control of 70.3 acres of land. There was one gift made to DWSP of just under 44 acres which straddled the Ware River and Wachusett Watersheds. Approximately 38% of these lands, 43.9 acres, were fee transactions, while the remaining 70.3 acres were in Watershed Preservation Restrictions (WPRs).

Quabbin Reservoir and Ware River Watersheds

Owner	Town	File #	Acres	Fee/ WPR	Date Recorded	MWRA/Gift	Price
Garry M. Power Revocable Trust	Barre	W-001258	70.3	WPR	12/30/2024	MWRA	\$245,000
Rutland Land Conservancy	Rutland	W-001234	9.8	Fee	6/20/2025	Gift	\$0
Sub-Total	-	-	80.1	-	-	-	\$245,000

Wachusett Reservoir Watershed

Owner	Town	File #	Acres	Fee/ WPR	Date Recorded	MWRA/Gift	Price
Rutland Land Conservancy	Rutland	W-001234	34.1	Fee	6/20/2025	Gift	\$0
Sub-Total	-	-	34.1	-	-	-	\$0

* Other represents DCR Capital and Grant funds

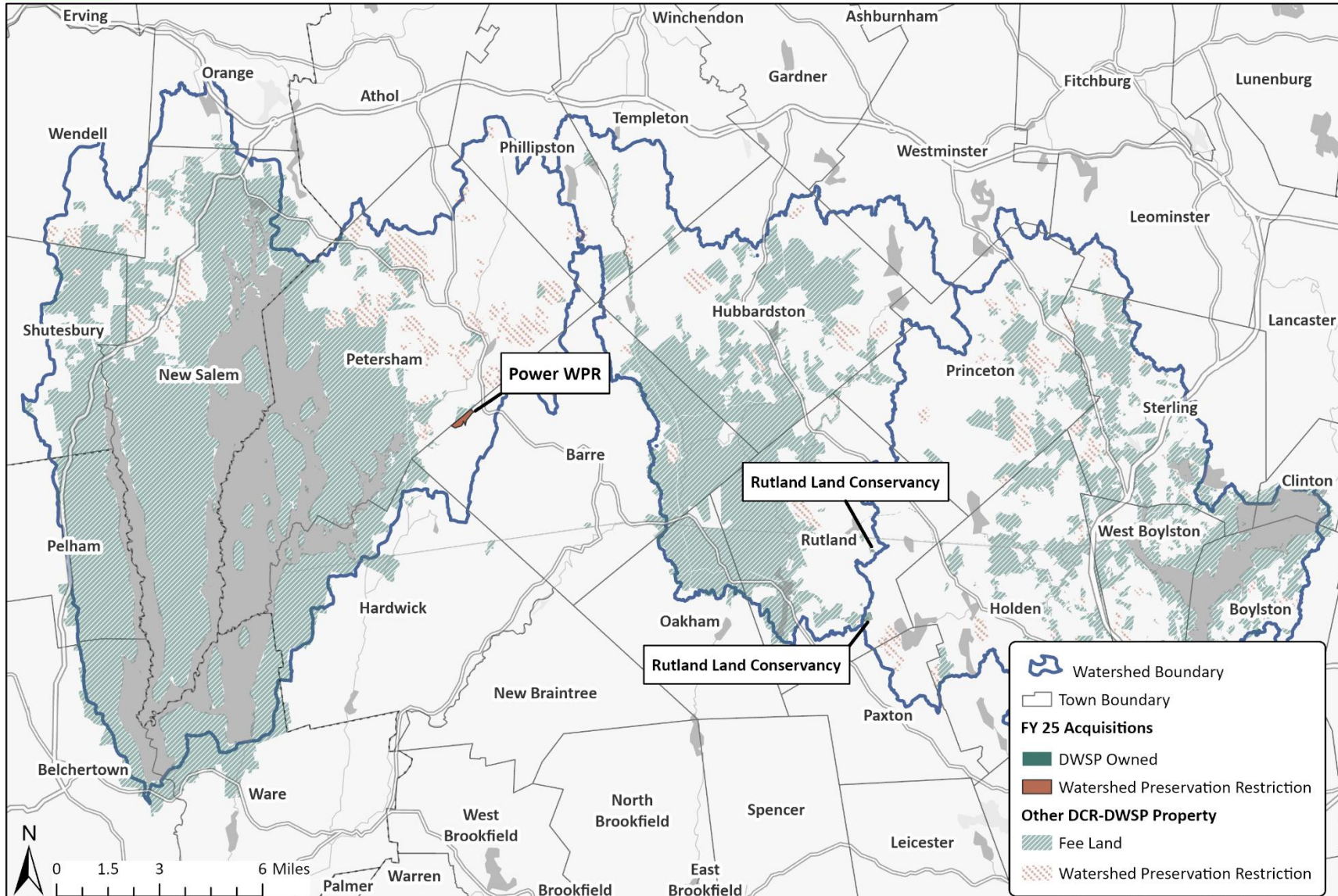
TOTAL FY25 LAND ACQUISITIONS

Category	Acres	Amount
Total	114.2	\$245,000
Sub-Total MWRA	70.3	\$245,000
Sub-Total Gifts	43.9	\$0
Sub-Total Fee Acquisitions	43.9	\$0
Sub-Total WPR Acquisitions	70.3	\$245,000



Department of Conservation and Recreation
Division of Water Supply Protection

Fiscal Year 2025 Land Acquisitions and Watershed Preservation Restrictions



DCR/DWSP/OWM GIS 2025

FY2025 Final

Payments in Lieu of Taxes

**DCR Division of Water Supply Protection
Office of Watershed Management**

FY2025 Payments in Lieu of Taxes (PILOT)

The total PILOT paid under MGL c. 59, s. 5G for Fiscal Year 2025 was \$8,508,792.53.

This figure represents a 0.2% increase over the FY24 PILOT. This total meets the lower estimated range of increase presented in the FY2025 Work Plan.

FY25 PILOT utilized the valuations set by the Department of Revenue (DOR) in 2017 that are subsequently adjusted every other year, starting in FY20, using DOR's Equalized Valuation method (EQV). EQV percentages are calculated by DOR for every community to determine the full and fair cash value in the municipality. This revaluation process was established by the Municipal Modernization Act, St. 2016, c. 218. FY2025 PILOT utilized the valuations set by the Department of Revenue (DOR) that were adjusted by EQV in FY2024.

Eight acquisitions were added to the PILOT payment process: Zglobicki (Hardwick - 32.02 acres); Greemantle Farm (Petersham - 123.4 acres); Greemantle Farm (Hubbardston - 74.6); Pioneer Millenium Trust (Princeton - 40 acres); Calkins (Rutland - 71.6 acres); Vaghini (Sterling - 27.85); Harper Family Trust (Sterling - 11 acres); and Simon (Wendell - 29.4 acres). The one acquisition in Princeton accounted for 95% of the total increase to PILOT; the other seven properties did not currently cause any increase to PILOT values.

Only two towns had increases to their PILOT. The hold harmless clause maintained payment levels in FY25 for the remaining communities, totaling \$2,058,371.

DWSP coordinated with DOR's Division of Local Services to make PILOT information available to municipalities and the public through [DOR's municipal gateway](#).

Department of Conservation and Recreation, Division of Water Supply Protection, Office of Watershed Management
FY25 Payments in Lieu of Taxes - May 2025 Final

Community	FY24 PILOT	Total 2024 Property Valuation	FY25 EQV	Total FY25 Property Valuation	Assessed Acres	Valuation per Acre	2023-2024 Acquisitions (acres)	Added Valuation for Acquisitions	Total 2025 Property Valuation	FY25 Tax Rate	FY25 Minimum PILOT Due	FY25 PILOT	Hold Harmless	Increase	Percent Increase
Barre	\$186,168.60	\$8,391,200	1.0000	\$8,391,200	5,423.9	\$1,547	0.0	\$0	\$8,391,200	\$13.59	\$114,036.41	\$186,168.60	\$72,132	\$0	0.0%
Belchertown	\$257,074.40	\$15,335,700	1.0000	\$15,335,700	3,190.2	\$4,807	0.0	\$0	\$15,335,700	\$14.51	\$222,521.01	\$257,074.40	\$34,553	\$0	0.0%
Belchertown - Annexed Lands	\$50,625.10	\$2,042,900	1.0000	\$2,042,900	670.0	\$3,049	0.0	\$0	\$2,042,900	\$14.51	\$29,642.48	\$50,625.10	\$20,983	\$0	0.0%
Berlin	\$62,502.66	\$2,455,900	1.0000	\$2,455,900	46.6	\$52,747	0.0	\$0	\$2,455,900	\$22.42	\$55,061.28	\$62,502.66	\$7,441	\$0	0.0%
Boylston	\$599,930.50	\$43,335,900	1.0000	\$43,335,900	2,758.2	\$15,712	0.0	\$0	\$43,335,900	\$13.83	\$599,335.50	\$599,930.50	\$595	\$0	0.0%
Clinton	\$205,948.72	\$8,830,200	1.0000	\$8,830,200	469.2	\$18,819	0.0	\$0	\$8,830,200	\$22.03	\$194,529.31	\$205,948.72	\$11,419	\$0	0.0%
Framingham	\$261,930.91	\$6,802,900	1.0000	\$6,802,900	109.7	\$62,014	0.0	\$0	\$6,802,900	\$24.28	\$165,174.41	\$261,930.91	\$96,757	\$0	0.0%
Hardwick	\$123,021.36	\$8,963,800	1.0000	\$8,963,800	4,686.9	\$1,913	32.0	\$61,300	\$9,025,100	\$13.15	\$118,680.07	\$123,021.36	\$4,341	\$0	0.0%
Hardwick - Annexed Lands	\$941.41	\$45,500	1.0000	\$45,500	150.0	\$303	0.0	\$0	\$45,500	\$13.15	\$598.33	\$941.41	\$343	\$0	0.0%
Holden	\$919,615.57	\$46,107,300	1.0000	\$46,107,300	3,910.4	\$11,791	0.0	\$0	\$46,107,300	\$13.86	\$639,047.18	\$919,615.57	\$280,568	\$0	0.0%
Hubbardston	\$380,387.00	\$30,303,300	1.0000	\$30,303,300	8,671.4	\$3,495	74.6	\$260,600	\$30,563,900	\$11.68	\$356,986.35	\$380,387.00	\$23,401	\$0	0.0%
Leominster	\$8,688.49	\$379,400	1.0000	\$379,400	66.3	\$5,722	0.0	\$0	\$379,400	\$14.03	\$5,322.98	\$8,688.49	\$3,366	\$0	0.0%
Ludlow	\$10,524.06	\$255,300	1.0000	\$255,300	50.8	\$5,026	0.0	\$0	\$255,300	\$17.35	\$4,429.46	\$10,524.06	\$6,095	\$0	0.0%
Marlborough	\$112,802.46	\$2,777,300	1.0000	\$2,777,300	570.4	\$4,869	0.0	\$0	\$2,777,300	\$16.96	\$47,103.01	\$112,802.46	\$65,699	\$0	0.0%
New Salem	\$520,470.61	\$21,259,900	1.0000	\$21,259,900	22,462.7	\$946	0.0	\$0	\$21,259,900	\$13.58	\$288,709.44	\$520,470.61	\$231,761	\$0	0.0%
New Salem - Annexed Lands	\$201,603.91	\$7,302,900	1.0000	\$7,302,900	11,580.0	\$631	0.0	\$0	\$7,302,900	\$13.58	\$99,173.38	\$201,603.91	\$102,431	\$0	0.0%
Northborough	\$103,466.89	\$6,595,900	1.0000	\$6,595,900	360.9	\$18,278	0.0	\$0	\$6,595,900	\$14.25	\$93,991.58	\$103,466.89	\$9,475	\$0	0.0%
Oakham	\$147,067.60	\$12,802,400	1.0000	\$12,802,400	2,537.1	\$5,046	0.0	\$0	\$12,802,400	\$11.55	\$147,867.72	\$147,867.72	\$0	\$800	0.5%
Orange	\$11,965.58	\$686,100	1.0000	\$686,100	82.8	\$8,286	0.0	\$0	\$686,100	\$16.45	\$11,286.35	\$11,965.58	\$679	\$0	0.0%
Pelham	\$338,086.39	\$12,831,900	1.0000	\$12,831,900	5,974.0	\$2,148	0.0	\$0	\$12,831,900	\$16.97	\$217,757.34	\$338,086.39	\$120,329	\$0	0.0%
Pelham - Annexed Lands	\$38,096.61	\$923,000	1.0000	\$923,000	1,080.0	\$855	0.0	\$0	\$923,000	\$16.97	\$15,663.31	\$38,096.61	\$22,433	\$0	0.0%
Petersham	\$296,721.61	\$12,954,800	1.0000	\$12,954,800	12,294.2	\$1,054	123.4	\$130,100	\$13,084,900	\$14.49	\$189,600.20	\$296,721.61	\$107,121	\$0	0.0%
Petersham - Annexed Lands	\$203,305.78	\$6,432,200	1.0000	\$6,432,200	10,000.0	\$643	0.0	\$0	\$6,432,200	\$14.49	\$93,202.58	\$203,305.78	\$110,103	\$0	0.0%
Phillipston	\$11,912.74	\$193,800	1.0000	\$193,800	162.8	\$1,191	0.0	\$0	\$193,800	\$11.27	\$2,184.13	\$11,912.74	\$9,729	\$0	0.0%
Princeton	\$322,473.94	\$22,984,600	1.0000	\$22,984,600	3,296.7	\$6,972	40.0	\$278,900	\$23,263,500	\$14.53	\$338,018.66	\$338,018.66	\$0	\$15,545	4.8%
Rutland	\$525,860.45	\$32,087,500	1.0000	\$32,087,500	6,489.0	\$4,945	71.5	\$353,800	\$32,441,300	\$14.24	\$461,964.11	\$525,860.45	\$63,896	\$0	0.0%
Shutesbury	\$299,391.54	\$8,617,400	1.0000	\$8,617,400	4,979.4	\$1,731	0.0	\$0	\$8,617,400	\$15.80	\$136,154.92	\$299,391.54	\$163,237	\$0	0.0%
Southborough	\$317,481.16	\$21,274,000	1.0000	\$21,274,000	1,310.6	\$16,232	0.0	\$0	\$21,274,000	\$13.81	\$293,793.94	\$317,481.16	\$23,687	\$0	0.0%
Sterling	\$832,165.16	\$62,521,800	1.0000	\$62,521,800	5,225.9	\$11,964	38.0	\$454,600	\$62,976,400	\$12.88	\$811,136.03	\$832,165.16	\$21,029	\$0	0.0%
Templeton	\$1,082.18	\$76,900	1.0000	\$76,900	92.1	\$835	0.0	\$0	\$76,900	\$12.12	\$932.03	\$1,082.18	\$150	\$0	0.0%
Ware	\$193,261.40	\$8,605,900	1.0000	\$8,605,900	4,845.0	\$1,776	0.0	\$0	\$8,605,900	\$15.06	\$129,604.85	\$193,261.40	\$63,657	\$0	0.0%
Ware - Annexed Lands	\$167,580.62	\$5,795,800	1.0000	\$5,795,800	3,865.0	\$1,500	0.0	\$0	\$5,795,800	\$15.06	\$87,284.75	\$167,580.62	\$80,296	\$0	0.0%
Wendell	\$36,930.70	\$1,667,300	1.0000	\$1,667,300	654.7	\$2,547	29.4	\$74,900	\$1,742,200	\$20.95	\$36,499.09	\$36,930.70	\$432	\$0	0.0%
West Boylston	\$683,581.59	\$27,763,500	1.0000	\$27,763,500	2,940.2	\$9,443	0.0	\$0	\$27,763,500	\$13.87	\$385,079.75	\$683,581.59	\$298,502	\$0	0.0%
Westborough	\$59,780.02	\$3,563,500	1.0000	\$3,563,500	190.8	\$18,679	0.0	\$0	\$3,563,500	\$16.29	\$58,049.42	\$59,780.02	\$1,731	\$0	0.0%
TOTAL	\$8,492,447.70	\$452,967,700	-	-	-	-	408.9	\$1,614,200	-	-	-	\$8,508,792.53	\$2,058,371	\$16,345	0.2%

NOTES:

1. Watershed PILOT, per MGL c. 59 s.5G, is determined by multiplying the DOR valuation by the local commercial tax rate. DOR posts property valuations for [watershed lands](#) and [annexed lands](#) as well as [community tax rates](#).
2. "Hold Harmless" is a provision in the legislation that requires any payment to never be less than the previous year's payment. Therefore, if either valuations or tax rates drop, the municipality is guaranteed a consistent payment.
3. Acquistions added: Zglobicki (Hardwick - 32.02 acres); Greemantle Farm (Petersham - 123.4 acres); Greemantle Farm (Hubbardston - 74.6); Pioneer Millenium Trust (Princeton - 40 acres); Calkins (Rutland - 71.6 acres); Vaghini (Sterling - 27.85); Harper Family Trust (Sterling - 11 acres); Simon (Wendell - 29.4 acres). DOR rounds valuation to nearest 100.