

# Gulf Coast Ecosystem Restoration Council

## Fiscal Year 2026

### Annual Performance Plan

January 2024

*This report is available on the internet at [RESTORE Council Website](#).*

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## Preface

Established by the Resources and Ecosystems Sustainability, Tourist Opportunities, and Revived Economies of the Gulf Coast States Act of 2012, or the [RESTORE Act](#), codified at 33 U.S.C. § 1321 (t), the Gulf Coast Ecosystem Restoration Council (RESTORE Council or Council) is comprised of five Governors from the Gulf Coast States of Alabama, Florida, Louisiana, Mississippi and Texas (States), the Secretaries from the U.S. Departments of the Interior, Army, Commerce, Agriculture, and Homeland Security, and the Administrator of the U.S. Environmental Protection Agency. The Administrator of the Environmental Protection Agency currently serves as the Council's Chairperson. The mission of the Council is the implementation of a long-term comprehensive plan for the ecological and economic recovery of the Gulf Coast region.

The RESTORE Act dedicated 80% of all Clean Water Act administrative and civil penalties arising from the *Deepwater Horizon* (DWH) oil spill to the Gulf Coast Restoration Trust Fund (Trust Fund) and established the Council as an independent entity within the Federal government. The Council administers the expenditure of 60% of the funds deposited in the Trust Fund. The majority of the Trust Fund's receipts are from BP Exploration & Production Inc. ("BP") over a 15-year period ending in 2031.

Funding for RESTORE projects is limited to amounts available in the Trust Fund. Under the Council-Selected Restoration Component of the Act, 30 percent of available funding is administered for Gulf-wide ecosystem restoration and protection. The Council-Selected Restoration Component funding decisions are guided by criteria set forth in the RESTORE Act and the *2022 Comprehensive Plan Update: Restoring the Gulf Coast's Ecosystem and Economy* ([2022 Comprehensive Plan Update](#)). This is the second update to the *2013 Initial Comprehensive Plan: Restoring the Gulf Coast's Ecosystem and Economy* ([2013 Initial Comprehensive Plan](#)). The 2022 Comprehensive Plan Update provides the public with updates to the strategic guidance that the Council established to effectively administer its roles and responsibilities., and other policies, including the Council's [2019 Planning Framework](#). The remaining 30 percent is allocated to the states under the Spill Impact Component of the Act, according to a formula and regulation approved by the Council in December 2015. Spill Impact Component funds are spent according to individual State Expenditure Plans (SEPs), developed by each state Council member, that contribute to the overall economic and ecological recovery of the Gulf. The SEPs must adhere to criteria set forth in the Act and are subject to approval by the Council chair in accordance with those criteria.

In cooperation with our restoration partners, the Council is striving to establish a benchmark for collaborative work while facilitating efficient and responsible implementation of large-scale restoration projects across the Gulf. The Council recognizes its unique and unprecedented opportunity to implement a restoration effort in a way that restores and protects the Gulf Coast

environment, reinvigorates local economies and creates jobs in the region. Further, the Council is committed to working with Gulf communities and partners to invest in actions, projects, and programs that will ensure the long-term environmental health and economic prosperity of the Gulf Coast region. In FY 2023, the Council awarded more than \$252.83M, bringing the total amount awarded by the Council to \$919.57M: \$308.10M under the Council-Selected Restoration Component, and \$611.42 M under the Spill Impact Component.

*This report is available on the internet at the [RESTORE Council Website](#).*

## Introduction

This document provides the Gulf Coast Ecosystem Restoration Council's Annual Performance Plan for FY2026 which is used to communicate the agency's strategic objectives and performance goals with other elements of the agency budget request. The plan describes how the goals will be achieved, identifies priorities among the goals and explains how the agency will monitor progress.

The Gulf Coast region is vital to our Nation and our economy, providing valuable energy resources, abundant seafood, extraordinary beaches and recreational activities, and a rich cultural heritage. Its waters and coasts are home to one of the most diverse environments in the world—including over 15,000 species of sea life. More than 22 million Americans live in Gulf coastal counties and parishes, working in crucial U.S. industries like commercial seafood, recreational fishing, tourism, and oil and gas production. The region also boasts of a significant shipping industry with 10 of America's 15 largest ports accounting for nearly a trillion dollars in trade each year.

Despite the tremendous economic, social and ecological importance of the Gulf Coast region, the health of the region's ecosystem has been significantly impacted, most recently by the Deepwater Horizon oil spill, as well as by chronic and acute harm caused by other past and ongoing human actions. Restoring an area as large and complex as the Gulf Coast region is a costly and multi-generational undertaking. Over the past several decades, the Gulf Coast region has experienced loss of critical wetlands, erosion of barrier islands, imperiled fisheries, water quality degradation leading to, among many other impacts, one of the world's largest hypoxic zones every year, alteration of hydrology, and other cumulative environmental impacts. While hurricanes, subsidence and other natural forces are also key factors in land loss, this may be exacerbated by human actions which have greatly reduced ecosystem resilience and thus made coastal wetlands more vulnerable to these natural stressors.

The Gulf Coast Ecosystem Restoration Council is playing a key role in helping to ensure that the Gulf's natural resources are sustainable and available for future generations. Use of the Gulf restoration funds represent a great responsibility. The ongoing involvement of the people who live, work and play in the Gulf region is critical to ensuring that these monies are used wisely and effectively.

## Scope of Responsibilities

The Council was formally established in 2015 as a new, independent Federal Agency with a clear mission to implement a long-term, comprehensive plan for the ecological and economic recovery of the Gulf Coast region. Unlike most federal agencies, the Council does not receive funds through the annual federal appropriations process (all funds are received through the Trust Fund (Trust Fund)); however, the Council does appear in the Appendix to the President's Budget.

## *The RESTORE Act and Gulf Coast Restoration Trust Fund*

Signed into law in July 2012 the [RESTORE Act](#) (33 U.S.C §1321(t) and *note*) enacted as an amendment to the federal *Clean Water Act* (or *Federal Water Pollution Control Act*), created the Gulf Coast Restoration Trust Fund (Trust Fund) in the U.S. Department of the Treasury. The Act established the Council and the Gulf Coast Restoration Trust Fund (Trust Fund); the latter receives 80 percent of the civil and administrative penalties assessed under the Clean Water Act (CWA) resulting from the *Deepwater Horizon* oil spill.

In FY2022, the Council approved the [2022 Comprehensive Plan Update: Restoring the Gulf Coast's Ecosystem and Economy](#) (2022 Comprehensive Plan Update). This is the second update to the *2013 Initial Comprehensive Plan: Restoring the Gulf Coast's Ecosystem and Economy* ([2013 Initial Comprehensive Plan](#)). This 2022 Comprehensive Plan Update provides the public with updates to the strategic guidance that the Council established to effectively administer its roles and responsibilities. Additionally, it provides summary information regarding progress the Council has made to date on its goals, objectives, and commitments as outlined in the first update, *2016 Comprehensive Plan Update: Restoring the Gulf Coast's Ecosystem & Economy* ([2016 Comprehensive Plan Update](#)), including the effectiveness of its use of general planning funds provided in the 2017 Commitment and Planning Support (CPS) FPL in meeting those commitments. In the 2022 Comprehensive Plan Update, the Council describes its progress toward its commitments thus far, and establishes a baseline that the Council will build upon. Further, the Council builds upon these commitments in this 2022 Comprehensive Plan Update by highlighting the importance of efficient, effective, and transparent environmental compliance. While language regarding environmental compliance was included in the 2016 Comprehensive Plan Update, the Council is now elevating this to a stand-alone commitment.

Pursuant to the RESTORE Act, the Council is responsible for administering a portion of the funds associated with settlement of civil penalties against parties responsible for the *Deepwater Horizon* oil spill. Specifically, the Council is responsible for administering two funding sources: The Council-Selected Restoration Component and the Spill Impact Component. Both components for which the Council is responsible each receive 30% of the funds allocated under the RESTORE Act (Figure 1).

**Figure 1.** Allocation of the Gulf Coast Restoration Trust Fund based on settlements with BP, Transocean and Anadarko; RESTORE Council oversight components are highlighted in green.



## *Council-Selected Restoration Component*

Under the Council-Selected Restoration Component of the Act, only Council members are eligible to submit proposals for funding. Council approval of funding requires the affirmative vote of at least three state members and the Chair. The other five federal members do not formally vote on Council funding. The Council uses FPLs that set forth approved projects and programs. The Council develops FPLs through collaboration among its members and with feedback from stakeholders across the Gulf.

Funds for approved FPL projects are disbursed to Council members via grants to state members and interagency agreements (IAAs) with federal members. As part of the grant and IAA process, all activities for which funding is sought are carefully reviewed to ensure consistency with the approved FPL and compliance with the RESTORE Act and all other applicable requirements, including compliance with all applicable federal environmental laws and the application of best available science criteria (BAS) as required by the Act and further defined by the Council. A detailed description of the full awarding process for the Council-Selected Component and subsequent Funded Priority Lists are found in the 2022 Updated Comprehensive Plan and previous [Annual Reports to Congress](#) found on the [Council Website](#).

In selecting projects and programs under the Council-Selected Restoration Component, the RESTORE Act requires that the Council give the highest priority to activities that address one or more of the following criteria:

- **Projects that are projected to make the greatest contribution to restoring and protecting** the natural resources, ecosystems, fisheries, marine and wildlife habitats, beaches, and coastal wetlands of the Gulf Coast region, without regard to geographic location within the Gulf Coast region.
- **Large-scale projects and programs** that are projected to substantially contribute to restoring and protecting the natural resources, ecosystems, fisheries, marine and wildlife habitats, beaches, and coastal wetlands of the Gulf Coast ecosystem.
- **Projects contained in existing Gulf Coast state comprehensive plans** for the restoration and protection of natural resources, ecosystems, fisheries, marine and wildlife habitats, beaches, and coastal wetlands of the Gulf Coast region.
- **Projects that restore long-term resiliency** of the natural resources, ecosystems, fisheries, marine and wildlife habitats, beaches, and coastal wetlands most impacted by the DWH oil spill.

In the 2022 Comprehensive Plan Update, the Council describes its progress toward its commitments thus far and builds upon these commitments by highlighting the importance of efficient, effective, and transparent environmental compliance. The Council's updated commitments are:

- Taking a regional ecosystem-based approach to restoration;
- Leveraging resources and partnerships;
- Maintaining and enhancing public engagement, inclusion, and transparency;
- Providing efficient, effective, and transparent environmental compliance;
- Applying science-based decision-making; and
- Delivering results and measuring impacts.

The [RESTORE Act](#) requires the Council to provide a description of the manner in which amounts projected to be made available to the Council from the Trust Fund will be allocated for the succeeding ten years (the "Ten-Year Funding Strategy"). In the 2022 Comprehensive Plan Update, the Council reflects on its progress over the past five years in implementing the Funding Strategy, and provides updates based upon lessons learned over this time period.

In the 2022 Comprehensive Plan Update, the Council reconfirmed its conclusion that a clear and concise vision statement can help direct and shape future funding decisions. The Council's vision for restoration is as follows:

***A healthy and productive Gulf ecosystem achieved through collaboration on strategic restoration projects and programs.***



The Council continues to believe that its vision statement for the Funding Strategy should include reference to both the desired environmental outcomes and the processes used to accomplish them. In these processes the Council will build upon the tremendous restoration experience, scientific expertise, and other capabilities of its diverse membership of state and federal agencies

A major challenge to Gulf-wide ecosystem restoration is coordinating efforts within each state, among Council members, stakeholders, and across the Gulf restoration efforts to support personnel, travel, and logistics necessary for more effective collaboration and planning. In 2018, funding was approved in a second FPL “Funded Priorities List: Comprehensive Plan Commitment and Planning Support” (2017 CPS FPL) to address this challenge. Each of the eleven Council members were able to apply for up to \$2.1M over a five-year period beginning in 2018 through 2023. Specifically, the funding provided funds necessary for members to:

- Strengthen ecosystem restoration proposals for future FPL(s) under the Council-Selected Restoration Component;
- Enhance the efficiency of future FPL development processes; and
- Facilitate long-term planning and leveraging efforts across funding streams.

The 2022 Comprehensive Plan update provided a review of the effectiveness of the CPS FL, concluding that the use of a small portion (\$20.8M of funding to date) of its total Council-Selected Restoration Component funds to advance its Comprehensive Plan commitments has successfully met the intended purpose and provided a summary of highlights of the collaborative activities. A summary of the use of CPS funds can be found in the 2022 Comprehensive Plan and in the 2022 [Annual Report to Congress](#).

Based on the analysis referenced above and continuing member need, the Council is now proposing to extend the CPS FPL to allow Council members to apply for up to \$350,000 per year in additional funding for the next five years. It is important to note that, under the RESTORE Act and the US Department of Treasury’s implementing regulations, only RESTORE Council members may apply for Bucket 2 funds.

### *Spill Impact Component*

Under the Spill Impact Component of the Act (“Bucket 3”), the remaining 30% of amounts in the Trust Fund administered by the Council is allocated to the state Council members (except for Florida, where funds are allocated to a consortium of 23 affected Florida counties (“Consortium”). On December 9, 2015, the RESTORE Council voted to approve a [final rule](#) for allocation of the Spill Impact Component funds and disbursed to each state. The rule became effective on April 4, 2015 when the Federal court in Louisiana approved and entered the Consent Decree. Using the information set forth in the rule, the allocation of funds among the five states is:

- Alabama – 20.40%;
- Florida – 18.36%;

- Louisiana – 34.59%;
- Mississippi – 19.07%; and
- Texas – 7.58%.

Spill Impact component funds are spent according to individual State Expenditure Plans (SEPs) developed by each state member (in Florida, by the Consortium) that set forth programs contributing to the overall economic and ecological recovery of the Gulf. In 2016 the Council updated the [Guidelines](#) that describe required SEP elements, the process for submitting SEPs, and the criteria set forth in the Act under which the Council Chair must approve or disapprove SEPs.

Funds for projects in approved SEPs are disbursed to the state Council members (in Florida, to the Consortium) via grants when the requisite funds become available in the Trust Fund. As with Council-Selected Restoration, all activities for which Spill Impact component funding is sought are carefully reviewed to ensure consistency with the applicable SEP and compliance with the RESTORE Act and all other applicable requirements, including the use of BAS and compliance with all applicable federal environmental laws.

## Strategic Goals

### **Mission Performance Goals**

The Mission Performance Goals include the core functions and activities of Federal agencies that are reflected in statutory requirements or leadership priorities and which serve to drive their efforts in addressing pressing and relevant national problems, needs, and challenges (OMB A-11, Section 240).

One of the Council's primary responsibilities when it was first established was to develop an Initial Comprehensive Plan to restore the ecosystem and economy of the Gulf Coast region. To provide the overarching framework for an integrated and coordinated approach for region-wide Gulf Coast restoration and help guide the collective actions at the local, state, tribal and federal levels, the Council has adopted five Strategic Goals in the [2013 Initial Comprehensive Plan](#), recommitting to them (with the addition of Water Quantity to Strategic Goal 2) in the [2016 Comprehensive Plan Update](#):

- **Strategic Goal 1:** Restore and Conserve Habitat – Restore and conserve the health, diversity, and resilience of key coastal, estuarine, and marine habitats;
- **Strategic Goal 2:** Restore Water Quality and Quantity – Restore and protect water quality of the Gulf Coast region's fresh, estuarine, and marine waters;
- **Strategic Goal 3:** Replenish and Protect Living Coastal and Marine Resources – Restore and protect healthy, diverse, and sustainable living coastal and marine resources;
- **Strategic Goal 4:** Enhance Community Resilience – Build upon and sustain communities with capacity to adapt to short- and long-term changes; and
- **Strategic Goal 5:** Restore and Revitalize the Gulf Economy – Enhance the sustainability and resiliency of the Gulf economy. The fifth goal focuses on reviving and supporting a sustainable Gulf economy to ensure that those expenditures by the Gulf Coast States

authorized in the RESTORE Act under the Direct Component (administered by the Department of the Treasury) and the Spill Impact Component can be considered in the context of comprehensive restoration.

To achieve all five goals, the Council supports ecosystem restoration that can enhance local communities by giving people desirable places to live, work, and play, while creating opportunities for new and existing businesses of all sizes, especially those dependent on natural resources. In addition, the Council will support ecosystem restoration that builds local workforce capacity.

### **Stewardship Goals**

The Stewardship Goals respond to the responsibilities of Federal agencies to provide appropriate safeguards in executing mission and service-related activities effectively and efficiently, including minimizing instances of waste, fraud, and abuse (OMB A-11, Section 240).

### **Service Goals**

The Service Goals speak to the activities that reflect the interaction(s) between individual citizens or businesses and Federal agencies in providing a direct service on behalf of the Federal Government, and which is core to the mission of the agency (OMB A-11, Section 240).

## **Strategic Objectives**

The Council will select and fund projects and programs that restore and protect the natural resources, ecosystems, water quality, fisheries, marine and wildlife habitats, beaches, and coastal wetlands of the Gulf Coast region. Projects and programs not within the scope of these Strategic Objectives for ecosystem restoration will not be funded under the Council-Selected Restoration Component. The Strategic Objectives are not listed in any particular order, and the Council does not anticipate that restoration efforts funded under the Council-Selected Restoration Component will be equally distributed among these objectives. Further, restoration projects and programs are likely to achieve multiple objectives simultaneously.

- **Strategic Objective 1:** Restore, Enhance, and Protect Habitats – Restore, enhance, and protect the extent, functionality, resiliency, and sustainability of coastal, freshwater, estuarine, wildlife, and marine habitats. These include barrier islands, beaches, dunes, coastal wetlands, coastal forests, pine savannahs, coastal prairies, submerged aquatic vegetation, oyster reefs, and shallow and deep-water corals.
- **Strategic Objective 2:** Restore, Improve, and Protect Water Resources – Restore, improve, and protect the Gulf Coast region’s fresh, estuarine, and marine water resources by reducing or treating nutrient and pollutant loading; and improving the management of freshwater flows, discharges to and withdrawals from critical systems.
- **Strategic Objective 3:** Protect and Restore Living Coastal and Marine Resources – Restore and protect healthy, diverse, and sustainable living coastal and marine resources including finfish, shellfish, birds, mammals, reptiles, coral, and deep benthic communities.

- **Strategic Objective 4:** Restore and Enhance Natural Processes and Shorelines – Restore and enhance ecosystem resilience, sustainability, and natural defenses through the restoration of natural coastal, estuarine, and riverine processes, and/or the restoration of natural shorelines.
- **Strategic Objective 5:** Promote Community Resilience – Build and sustain Gulf Coast communities’ capacity to adapt to short- and long-term natural and man-made hazards, particularly increased flood risks associated with sea-level rise and environmental stressors. Promote ecosystem restoration that enhances community resilience through the re- establishment of non-structural, natural buffers against storms and flooding.
- **Strategic Objective 6:** Promote Natural Resource Stewardship and Environmental Education – Promote and enhance natural resource stewardship efforts that include formal and informal educational opportunities, professional development and training, communication, and actions for all ages.
- **Strategic Objective 7:** Objective Improve Science-Based Decision-Making Processes – Improve science-based decision-making processes used by the Council.
- **Management Focused Strategic Objective:** Organizational Excellence – Council staff will provide exceptional service to Council members, partner state and federal agencies, and public, private, and other stakeholders to support the Council’s efforts to achieve integrated and coordinated efforts for region-wide Gulf Coast restoration.

## Performance Metrics

Over its lifetime, the Gulf Coast Ecosystem Restoration Council will invest over \$3 billion dollars in Gulf Coast ecosystem and economic restoration activities. These investments will not only advance the Council’s goal of comprehensive Gulf restoration, but also result in diverse scientific and economic data observations which can be used to demonstrate the benefits of Council investments. The RESTORE Council recognizes the importance of comprehensive planning for the collection and compilation of data that can be compared across projects. Comparable data enables reporting at multiple scales, including project- and program-specific scales, as well as potential future larger-scale assessments across the Gulf. To facilitate consistent data collection and management, RESTORE Council projects/programs are required to develop an Observational Data Plan (ODP) as part of the Council’s financial award process.

Members are required to monitor the performance of all projects funded by the Council toward ecosystem restoration. In 2021 the Council updated its [Observational Data Plan \(ODP\) Guidelines](#) to provide guidance to the Council’s grant and IAA recipients on the selection of metrics, parameters and monitoring methodologies for Council funded activities. The Council has currently identified 61 [performance-level metrics that are organized by the Planning Framework restoration approaches and techniques being implemented by a project or program](#). These metrics are used to monitor and evaluate the efficacy of projects and programs in meeting the mission goals and objectives of the Council and track annual performance. Based on the Submission Guidelines and ODP Guidelines, metrics selected should be:

- Objective;
- Quantifiable;
- Accompanied by targets (success criteria);
- Consistent across program activities (e.g., water quality benefits);
- Identified in proposals with details provided in application ODPs; and
- Able to support the goals and objectives of the program or project.

Another element of the Council’s commitment to measuring and ensuring success is the application of adaptive management strategies. The purpose is to support meeting the Comprehensive Plan goals and objectives, both for individual activities as well as programmatically across watersheds or other geographically defined regions. By considering new information gained from monitoring and scientific advancements, the Council intends to fulfill its commitment to utilize adaptive management processes to enhance the benefits of its work.

## Performance Goals and Indicators for Fiscal Year 2026

### *Mission Performance Goals*

#### **Performance Goal 1: Promote a Gulf-Wide Comprehensive Approach to Restoration**

***Effective and efficient advancement of the Council’s vision for “A healthy and productive Gulf ecosystem achieved through collaboration on strategic restoration projects and programs.”***

##### **Performance Indicator 1.1:**

*A Gulf-wide comprehensive restoration approach is applied to meet the Council’s Goals and Objectives through the through the collaborative consideration of changing policy, public input, and other planning considerations by Council members and interested stakeholders to maximize the Council’s “return on investment.”*

##### **Performance Indicator 1.2:**

*Application of best available science (BAS) used in the selection and execution of RESTORE projects under both the Council-Selected Restoration and State Expenditure Plan components of the RESTORE Act, and clearly documents and communicates risks and uncertainties.*

#### **Performance Goal 2: Council-Selected Restoration Component Performance Excellence**

***Effective and efficient implementation and administration of the Council-Selected Restoration Program to achieve the goals of the Act.***

##### **Performance Indicator 2.1:**

*The 2022 Comprehensive Plan Update and Planning Framework are used as a foundation in the development of ecosystem restoration strategies in support of all Funded Priority Lists developed by the Council.*

**Performance Indicator 2.2:**

*Best Available Science, and adaptive and data management principles are utilized in the development of Funded Priorities Lists and evaluation of FPL amendments.*

**Performance Indicator 2.3:**

*Efficiency of the Environmental Compliance processes to support Council actions is advanced through:*

- a) Effective processes for the determination of environmental compliance of Category 2 projects for funding consideration by the Council are developed to support the evaluation of the efficacy of moving Category 2 projects to Category 1.*
- b) The efficiency and effectiveness of Council environmental compliance is enhanced by the Council participation in the interagency regulatory efficiency team and the sharing of efficiency tools and practices.*
- c) Achieve Gulf Coast interagency environmental regulatory efficiency by promoting coordination and collaboration with regulatory agency partners.*

**Performance Indicator 2.4:**

*Applications under the Council-Selected Restoration Component include relevant and adequate justification for the selection of particular metrics and an adequate proposal for scientific monitoring. Reported progress towards metrics provides a useful gauge of the success of the project or program. Reports include a description of the methodology for quantifying results for each metric and monitoring the achievement of the metrics.*

**Performance Indicator 2.4:**

*Relationships significantly contribute to synergy and cooperation between the Council, other RESTORE partners, stakeholders and other external environmental entities to achieve gulf-wide goals and objectives in the development of FPLs.*

**Performance Goal 3: Spill Impact Component Performance Excellence**

***Effective and efficient implementation and administration of the Spill Impact Program achieve the goals of the Act.***

**Performance Indicator 3.1:**

*Applications for funding under the Spill Impact Program include relevant and adequate justification for the selection of particular metrics and an adequate proposal for scientific monitoring. Reported progress towards metrics provides a useful gauge of the success of the project or program. Reports include a description of the methodology for quantifying results for each metric and monitoring the achievement of the metrics.*

**Performance Indicator 3.2:**

*Best Available Science principles are utilized in the development of projects and programs, and evaluation of amendments*

## *Stewardship Goals*

### **Performance Goal 4: Operational Excellence**

***An administrative infrastructure that supports team work, collaboration, synergy between functional areas and overall operational excellence to provide excellent services, programs and outcomes to the Gulf Coast region is maintained.***

#### **Performance Indicator 4.1:**

*A Council operational budget is developed using strategic direction that conserves resources, are sufficient to achieve operational stability and efficiency, and addresses emergent requirements within approved levels.*

#### **Performance Indicator 4.2:**

*Effective internal controls and financial management systems that meet the objectives of the Federal Manager's Financial Integrity Act are established and maintained.*

#### **Performance Indicator 4.3:**

*All Council operations required by the RESTORE Act are monitored and audited by the Department of Treasury OIG, and audit recommendations are promptly implemented. OIG audit findings and recommendations are addressed in a timely manner.*

#### **Performance Indicator 4.4:**

*Human Capital Management: [The Government Performance and Results Act Modernization Act of 2010](#) (GPRAMA) requires agencies to indicate how human capital management will support agency strategic goals.*

- a) Human Capital Operating Plan (HCOP) – The HCOP developed during FY2022 is applied to ensure the agency's human capital strategies and actions are aligned and integrated with agency strategic plans and Governmentwide workforce priorities.*
- b) Decisions regarding human resources and HR requirements support a steady-state operational mode recognizing that the last RESTORE funds will be received in April 2032, with continuing operations through 2042 before the agency sunsets.*

#### **Performance Indicator 4.5:**

*Requisite reports including the Annual Finance Report and Annual Report to Congress are submitted in timely manner.*

### **Performance Goal 5: Management Excellence**

***Council staff will provide exceptional service to the Council members and their accompanying state and federal agencies, as well to the many stakeholders associated with restoration of the Gulf of Mexico ecosystem by meeting programmatic, administrative and customer service objectives.***

#### **Performance Indicator 5.1:**

*Programmatic, Management and Compliance Elements of Grant and Interagency Agreements under the Council-Selected and Spill Impact Components are achieved by:*



- a) *The programmatic and grants review of grant and Interagency Agreement applications for funding under Council-Selected and Spill Impact Components meets timelines established by the RESTORE Act, 2 C.F.R. Part 200, Council Guidelines and the Notice of Funds Availability.*
- b) *Post-award management and oversight is carried out for all grants and Interagency Agreements. Pre- and post-award reviews ensure compliance with all administrative and regulatory requirements under the RESTORE Act, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, support mitigation of applicable critical risks in the Council Risk Profile and IPERA, and meet other federal regulatory requirements.*

**Performance Indicator 5.2:**

*Organizational Risk Assessed and Risk Mitigation Factors are Employed.*

- a) *Organizational risk assessment recommendations meet all OMB Circular A-123 requirements; documentation of tactical level risk mitigation activities is complete, including Improper Payments and Elimination and Recovery Act (IPERA), the Uniform Guidance (2 CFR Part 200 - Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards), and the President's Management Agenda.*
- b) *Completion of project and program site visits serve as useful tools to provide technical assistance to our recipients while simultaneously mitigating critical risks on the Council's external risk profile.*
- c) *Comply with all requirements under FISMA including submission of timely reports.*
- d) *Organizational Risk is Assessed and Risk Mitigation Factors Employed.*

## *Service Goals*

### **Performance Goal 6: Engagement Through Inclusion and Transparency**

***The Council staff will provide engagement opportunities that reflect the richness and diversity of the Gulf Coast communities to ensure ongoing public participation in the Council's restoration efforts.***

**Performance Indicator 6.1:**

*Activities of the Council are effectively communicated to stakeholders to ensure the goals and objectives of the Council are broadly understood and the concerns of stakeholders are addressed. The stakeholders include, but are not limited to, RESTORE Council federal & state partners, Tribes, the diverse communities, NGOs, and other interested stakeholders.*

**Performance Indicator 6.2:**

*Development and maintenance of content for RESTORE Council's website, print and electronic publications, and the organization's visual identity are consistent with the policies of the RESTORE Council to serve to broaden public understanding of Council programs.*