



Fiscal Year 2020 Annual Performance Plan

Gulf Coast Ecosystem Restoration Council



advanced through:

- i 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 under the Initial FPL to Category 1.
 - ii 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.
 - iii Tools and approaches to enhance efficiency and effectiveness of Council environmental compliance are identified, developed and/or adopted.
- c. Programmatic Staff Management of Grant and Interagency Agreements.
- i The programmatic component of the Council staff review of grant and Interagency Agreement applications for funding under the Initial FPL meet the timelines established by the RESTORE Act, Council Guidelines and the Notice of Funds Availability. This will include review of submissions for best available science and environmental compliance with NEPA and other environmental federal regulations.
 - ii Post-award management and oversight ensures that grants and agreements are on schedule to achieve intended results.
- d. Compliance Staff Management of Grant and Interagency Agreements.
- i The grants and compliance component of the Council staff review of grant and Interagency Agreement applications for funding under the Initial FPL meet timelines established by the RESTORE Act, Council Guidelines and the Notice of Funds Availability.
 - ii 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, Part 200, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, support mitigation of applicable critical risks in the Council Risk Profile and IPERIA, and meet other federal regulatory requirements.
3. Spill Impact Program Performance Excellence: Effective and efficient implementation and administration of the Spill Impact Program achieve the goals of the Act.

Performance Indicators:

- a. State Expenditure Plans are timely reviewed (e.g., 60-day review for SEPs) while also ensuring public comment is duly considered and other Council Member input is addressed.
- b. Programmatic Staff Management of Grants.

- i The programmatic component of the Council staff review of grant and Interagency Agreement applications for funding under the SEP processes meet timelines established by Council Standard Operating Procedures. This includes review of submissions for best available science and environmental compliance with NEPA and other environmental federal regulations.
 - ii Post-award management and oversight ensures that grants and agreements are on schedule to achieve intended results.
 - c. Compliance Staff Management of Grants.
 - i The grants and compliance component of the Council staff review of grant applications for funding under each state’s SEP, meet timelines established by the RESTORE Act, Council Guidelines and the Notice of Funds Availability.
 - ii Post-award management and oversight will be carried out for all grants and Interagency Agreements.
 - iii Pre- and post-award reviews ensure compliance with all administrative and regulatory requirements under the RESTORE Act, 2 C.F.R. Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, support mitigation of applicable critical risks in the Council Risk Profile and IPERIA, and meet other federal regulatory requirements.
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 Indicators:

- a. Effective oversight of grant and interagency agreement post-award cash disbursement processes supports the prevention of improper payments.
 - b. Grant and IAA drawdowns are compliant with award terms and conditions, and consistent with the progress achieved and milestones met.
 - c. Applications include relevant and adequate justification for the selection of particular metrics and an adequate proposal for scientific monitoring.
 - d. 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.
 - e. Applicant/Recipient Guidance materials and Standard Terms and Conditions are updated and published to inform potential applicants of new statutory or administrative requirements for proposals, SEPs, grant applications and IAA applications.
 - f. RAAMS System Guidance, technical resources and User Guide are updated to reflect changes resulting from new system versions and upgrades.
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 Indicators:

- a. Requisite reports submitted in timely manner.
- b. OIG audit findings and recommendations addressed in a timely manner

- c. All Council operations required by the RESTORE Act are monitored and audited by the Department of Treasury OIG, and audit recommendations are promptly implemented.
- d. Workforce
 - i Decisions regarding human resources and HR requirements support the transition from an entrepreneurial start-up operation to a steady-state operational mode.
 - ii Workforce initiatives support the 21st Century Cross-Agency Priority Goal and its Sub-goals:
 - 1. Enabling simple and strategic hiring practices,
 - 2. Improving employee performance management and engagement, and
 - 3. Reskilling and redeploying human capital resources.
 - iii Issue regulation to implement the first implementing government-wide nondiscrimination requirements under Title VI of the Civil Rights Act of 1964, as amended, which prohibits recipients of federal financial assistance from discriminating on the basis of race, color, or national origin.
- e. Organizational Risk Assessed and Risk Mitigation Factors Employed.
 - i Fully implement the organizational risk assessment recommendations by the end of fiscal year 2018 by meeting all OMB Circular A-123 requirements and developing and documenting tactical level risk mitigation activities.
 - ii Administrative and financial policies and procedures are continually reviewed and updated as necessary.
 - iii Enterprise Risk Management practices are more fully integrated into the Agency's day to day decision-making and management practices.
 - iv 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 risk profile.
- f. Develop Requirements and Alternatives Analysis in Support of a Selection of a New Grants/IAA Management System.
 - i Requirements and Alternatives Analyses result in a business decision for which grants management system to select as a follow-on to RAAMS.