

Performance period:  
January 2016 thru December 2017

Management Strategy: \_\_\_\_x\_\_\_\_

| Management Approach 1: _____                                                                                                                                   |                                                                                                                                   |                                                                            |                                                                           |                                                                               |                                                                             |                              |                                                                                    |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------|-----------------------------------------------------------------------------|------------------------------|------------------------------------------------------------------------------------|
| Key Action<br><i>Describe major work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.</i> | Performance Target(s)<br><i>Identify incremental steps to achieve Key Action</i>                                                  | Partners Responsible<br><i>Identify responsible partner for each step.</i> | Geographic Location<br><i>Identify locations or link to information</i>   | Timeline<br><i>Identify completion date (month &amp; year) for each step.</i> | Estimated Project Cost<br><i>Best estimate of total project cost (need)</i> | Available funding by Partner | Factors Influencing and/or Gap<br><i>ID related factors or gaps in Mgmt. Strat</i> |
| 1. Conduct detailed assessments and prepare construction designs                                                                                               | Technical assistance - establish metrics and standards requirements                                                               | STAC, STAR                                                                 | n/a                                                                       | Oct. 2015                                                                     | n/a – staff                                                                 | n/a                          | Permitting requirements, funding                                                   |
|                                                                                                                                                                | Design assessment tool                                                                                                            | Partner x                                                                  | n/a                                                                       | Dec. 2015                                                                     | n/a – staff                                                                 | n/a                          |                                                                                    |
|                                                                                                                                                                | Conduct 75 assessments and 45 construction designs                                                                                | Jurisdiction x                                                             | Counties: x, y, z                                                         | April 2016                                                                    | \$150,000                                                                   | \$50,000                     |                                                                                    |
|                                                                                                                                                                |                                                                                                                                   | Jurisdiction x                                                             | For more information <a href="http://www.xgrants.gov">www.xgrants.gov</a> | July 2016                                                                     |                                                                             | \$25,000                     |                                                                                    |
|                                                                                                                                                                |                                                                                                                                   | Jurisdiction x                                                             | X River                                                                   | July 2016                                                                     |                                                                             | \$50,000                     |                                                                                    |
| Totals                                                                                                                                                         |                                                                                                                                   |                                                                            |                                                                           |                                                                               |                                                                             | \$125,000<br>gap \$25,000    |                                                                                    |
| 2. Develop a pilot project to improve outreach and develop tools targeted toward diverse populations who subsistence fish in areas of concern.                 | Develop communication tools                                                                                                       | Diversity Action Team, Toxics workgroup, Comm. workgroup                   | TBD                                                                       | July 2016                                                                     | \$2,000                                                                     | \$2,000                      | Targeting Comm. & Outreach Efforts                                                 |
|                                                                                                                                                                | Pilot test in 5 locations                                                                                                         |                                                                            |                                                                           |                                                                               | \$8,000                                                                     | \$8,000                      |                                                                                    |
| Totals                                                                                                                                                         |                                                                                                                                   |                                                                            |                                                                           |                                                                               |                                                                             | \$10,000                     |                                                                                    |
| 3. Identify legislative, budgetary and policy needs to advance the goals of the Chesapeake Bay Agreement. **                                                   | Pursue state legislative changes on X issue in xyz states.                                                                        | Partner x                                                                  | n/a                                                                       | Dec 2017                                                                      | n/a – staff time                                                            | n/a                          | Political climate; financial resources                                             |
|                                                                                                                                                                | Seek support for federal appropriations to support x.                                                                             |                                                                            |                                                                           |                                                                               |                                                                             |                              |                                                                                    |
|                                                                                                                                                                | Provide support for research and a formal report on x issue.                                                                      |                                                                            |                                                                           |                                                                               |                                                                             |                              |                                                                                    |
| 4. Improve monitoring programs to better measure and explain progress toward x.                                                                                | STAC/STAR collaboration to reduce model uncertainty by integrating related information to better assess and communicate progress. | STAR<br>STAC<br>Partner x                                                  | n/a                                                                       | March 2016                                                                    | \$310,000                                                                   | \$310,000                    |                                                                                    |
| Totals                                                                                                                                                         |                                                                                                                                   |                                                                            |                                                                           |                                                                               |                                                                             | \$310,000                    |                                                                                    |

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| Key Action<br><i>Description of work/project. Define each major action step on its own row. Identify specific program that will be used to achieve action.</i> | Performance Target(s)<br><i>Identify incremental steps to achieve Key Action</i>                                                       | Partners Responsible<br><i>Identify responsible partner for each step.</i> | Geographic Location      | Timeline<br><i>Identify completion date (month &amp; year) for each step.</i> | Estimated Project Cost<br><i>Best estimate total cost of project (need)</i> | Available funding by Partner | Factors Influencing and/or Gap<br><i>ID related factor or gap in Mgmt. Strat</i> |
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| 5. Find ways to create and expand employment opportunities to under-represented individuals and communities.                                                   | Form an ad hoc employment workgroup to make recommendations on best approaches for increasing employment and professional engagement.  | X (lead)                                                                   | n/a                      | Dec. 2015                                                                     | n/a                                                                         |                              |                                                                                  |
|                                                                                                                                                                | In 2015, evaluate all existing diversity programs to determine if there is a need to develop a strategy for improvement.               | Diversity workgroup                                                        | n/a                      | Dec. 2015                                                                     | n/a                                                                         |                              |                                                                                  |
|                                                                                                                                                                | Improve existing and develop new environmental career opportunity outreach programs at 3 universities and 5 community college systems. | X (lead)                                                                   | X county<br>X<br>X state | Dec. 2016                                                                     | \$18,000                                                                    | \$13,000                     |                                                                                  |
| Totals                                                                                                                                                         |                                                                                                                                        |                                                                            |                          |                                                                               |                                                                             | \$13,000<br>gap \$5,000      |                                                                                  |

| Management Approach 2: _____                                                                                                                                   |                                                                                  |                                                                            |                     |                                                                             |                                                                             |                              |                                                                                  |
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| 1.                                                                                                                                                             |                                                                                  |                                                                            |                     |                                                                             |                                                                             |                              |                                                                                  |
| 2.                                                                                                                                                             |                                                                                  |                                                                            |                     |                                                                             |                                                                             |                              |                                                                                  |

**\*\*Note:** As a member of the Chesapeake Executive Council and a signatory to the Chesapeake Bay Watershed Agreement, the Chesapeake Bay Commission (CBC) functions as the legislative arm of the Chesapeake Bay Program working within Maryland, Pennsylvania and Virginia and at the federal level to identify specific Bay management concerns requiring intergovernmental coordination and cooperation. CBC makes recommendations to the federal, state and local governments on legislative and administrative actions necessary to effectuate coordinated and cooperative management for the Bay watershed. The Commission will work collaboratively with Bay Program partners to identify legislative, budgetary and policy needs to advance the key actions identified in this outcome and to anticipate those needed in the future. The CBC’s work is supported by the annual appropriations of its three member states totaling \$675,000 and is, on occasion, supplemented by project-specific grants.