

11/11

EXHIBIT B
PUBLIC SERVICE BOARD
PERFORMANCE PLAN FOR

Edmund G. Archuleta, P.E., President/CEO
July 1, 2007 - June 30, 2011

Performance Element	Performance Objective	Performance Measurement
1. Adhere to the Board's 10-Year Strategic Plan	Compliance and Reporting on the Plan	<ul style="list-style-type: none"> • Written and oral presentation on progress
2. Financial Planning	To maximize financial assets to obtain good rate of return for our customers	<ul style="list-style-type: none"> • Keep operating expenses within budget • Delay CIP as much as possible without endangering the public or impact commitment to Fort Bliss and economic development • Restructure debt to provide relief for the next five years to absorb spike in financing the CIP • Negotiate better rates with El Paso Electric Company • Maximize productivity and reduce where possible O/M costs without affecting service levels • Reduce/eliminate conservation rebate programs • Identify for Board consideration real estate that is inexpedient to Utility needs that could be sold • Continue prosedive work on seeking Federal and State grants • Work/encourage City to enact impact fees

11/11

5
11/11