

**EXHIBIT B**

**PUBLIC SERVICE BOARD  
PERFORMANCE PLAN FOR**

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

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