2010 Performance Goals

1. Post Non-Public Audit Report for 2009 Audits to NERC

Number of Days to Post Audit Report	120	90	75
Compensation Payout	50%	100%	120%

Weight: 25%

2. Issue Spot Check Reports

Number of Days to Issue Spot Check	100	90	75
Compensation Payout	50%	100%	120%

Weight: 20%

3. NOCV/Settlement/Omnibus/Dismissals

Send 75 uncontested[1] violations to NERC in 2010.

Violations to NERC	50	75	120
Compensation Payout	50%	100%	150%

Weight: 15%

4. Complete 40 uncontested violations in 2010. A violation is complete when either:

(a) the NOCV is approved by the BOTCC, or
(b) the Settlement agreement is approved by the BOTCC, or
(c) the Omnibus filing is approved by BOTCC, or
(d) the dismissal is posted in the NERC workbook or if applicable has been approved by NERC.

BOTCC Approved Violations	20	40	75
Compensation Payout	50%	100%	150%

[1] A violation becomes a contested violation when: (1) the Registered Entity contests the violation in its response to the NAVAPS and/or (2) the Registered Entity and Enforcement are unable to resolve the violations in settlement negotiations.

Objective weight: 15%

5. Mitigation Plan Completion Review

Complete the review of a Registered Entity's completion of a mitigation plan in less than 30 days.[2]

Average time to Completion - Days	60	30	20
Compensation Payout	50%	100%	150%

Objective weight: 10%

6. Complete all pending mitigation plan completion reviews within 60 days.[3]

Average time to Completion - Days	90	60	30
Compensation Payout	50%	100%	150%

Objective weight: 5%

7. Preliminary Notice

Notify NERC of violation within 5 business days of discovery of violation by SPP RE.

Average time to notify NERC	15	5	1
Compensation Payout	50%	100%	150%

Objective weight: 5%

[2] Measurement of the goal is based on the average time to complete a mitigation plan completion review for all mitigation plan certifications received after February 1, 2010. Time awaiting additional information due to an incomplete submittal by the Registered Entity will not count against the time to complete the review.

[3] Measurement of the goal is based on the average time to complete a mitigation plan completion review for mitigation plans presently certified as complete, as measured from February 1, 2010. Time awaiting additional information due to an incomplete submittal by the Registered Entity will not count against the time to complete the review.

8. Transition 200 violations to TimeMatters in 2010.

Violations in TimeMatters	150	200	250
Compensation Payout	50%	100%	150%

Objective weight: 5%

SPP RE Trustee Meeting

February 3, 2010

Agenda Item 3 – 2010 Performance Metrics

In January 2010, I reviewed the attached performance metrics with the SPP RE Trustees. The Trustees requested that I provide more information on the metric for spot checks. The recommended metric is:

Issue Spot Check Reports

Number of Days to Issue Spot Check	100	90	75
Compensation Payout	50%	100%	120%

Weight: 20%

In 2009, the RE performance on this goal was 73 days. I recommend approval of the metric above for several reasons. The CMEP allows and NERC has publically posted a timeline for spot checks which is 90 days [assuming no negative findings] after the receipt or the close of the data collection period. [[section 3.3 of CMEP].

Although the performance in 2009 was exemplary and the result of much hard work, in 2009 the SPP RE conducted mandatory spot checks on 85 entities which were planned prior to the beginning of the year. As such, the RE scheduled the start and end dates of the spot checks during the planning of its entire audit schedule and was able to schedule this large number of spot checks to best fit into the remaining audit schedule. In the approved 2010 SPP RE Implementation Plan, there are only 26 mandatory entity spot checks and 10 of those are CIP spot checks which are of a more significant scope and will involve an on-site review of evidence. We expect to initiate additional spot checks in response to events and from requests from NERC and FERC as we did in 2009 (and in fact have already initiated several in 2010); however since our audit schedule is already set, we will need to initiate, analyze and report on these additional spot checks in-between our pre-existing activities.

Given the NERC goals and the way the 2010 spot checks will be conducted, I recommend approval of the above Performance Metrics for spot checks for 2010.