

ADMINISTRATIVE LAW JUDGE SERVICES AGREEMENT

This Administrative Law Judge Services Agreement (“Agreement”) is made effective this 30th day of October, 2025, between **Kristina L. Baird, Esq. (“ALJ”)**, whose address is Post Office Box 13045, Santa Rita, Guam 96915, and the **GUAM PUBLIC UTILITIES COMMISSION (the “Commission” or the “Purchasing Agency”)**, whose address is Suite 207, GCIC Building, 414 W. Soledad Avenue, Hagåtña, Guam 96910.

RECITALS

WHEREAS, the Commission is empowered pursuant to its (1) Procurement Guidelines and Procedure, ratified and approved at its Regular Meeting held on April 25, 2025, and (2) Title 12, Guam Code Annotated, Chapter 12, to retain those professional services required by the Commission in the performance of its duties.

WHEREAS, the Commission has the authority pursuant to its (1) Procurement Guidelines and Procedure, ratified and approved at its Regular Meeting held on April 24, 2025, and (2) Title 12, Guam Code Annotated, Section 12103(a) to appoint administrative law judge(s) who shall serve at the pleasure of the Commission, and whose duties and compensation shall be determined by the Commission.

WHEREAS, on July 15, 2025, the Commission, as Purchasing Agency, issued a Request for Proposal for In-House Counsel (“RFP No. 25-01”).

WHEREAS, the ALJ responded to RFP No. 25-01 and was determined by the Commission that the award of a contact under RFP No. 25-01 should be made to Administrative Law Judge as the most responsive and qualified offeror as determined by evaluating experience and other relevant factors.

NOW THEREFORE, the Commission and the ALJ in consideration of the premises and the mutual covenants hereinafter set forth, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

SECTION ONE **SCOPE OF SERVICES**

The ALJ agrees to serve in the capacity as Administrative Law Judge to the Commission to fully and competently perform the following scope of services:

1. Act as Administrative Law Judge to the Commission;
2. Have knowledge in and prepare opinions and rules, regulations and reports at the request of the Commission, or their designee(s) in:

- (a) Matters relating and concerning the operation and purpose of the Commission;
 - (b) Matters relating to regulatory compliance and public utilities;
 - (c) Matters concerning administrative adjudication; and
 - (e) Matters pertaining to federal, regulatory or local statutes.
3. Serve as presiding officer in formal proceedings/hearings before the Commission;
 4. Prepare cases for formal hearing before the Commission;
 5. Issue subpoenas as authorized by statutes, rules, regulations or procedures;
 6. Administer oaths or affirmations;
 7. Assess witness testimony and rule on the admissibility and presentation of evidence;
 8. Prepare proposed decisions for consideration by the Commission;
 9. Conduct investigations into proposed rate changes or matters affecting the Commission;
 10. Assist the Commission in reviewing, evaluating and recommending actions to be taken by the Commission;
 11. Hold conferences to settle issues and mediate disputes between parties;
 12. Provide special services as requested by the Commission; and
 13. Other Tasks: The Commission may require other related tasks not specified above.

The ALJ agrees that in no instance shall it represent the interest of any person, natural or legal, against the Commission in any court action.

SECTION TWO **CONTRACT TERM**

The term of this Contract shall commence upon the execution hereof and continue for one (1) year with four (4) options to extend for a period of one (1) year each, not to

exceed a total contract period of five (5) years with Commission approval. The initial term of the contract shall be for a period of one (1) year. Upon the expiration of the initial term, the contract shall automatically renew for an additional one (1) year term unless terminated by the PUC prior to the expiration of the initial term. The contract may be renewed annually, for additional one (1) year periods, but not to exceed a total contract term of five (5) years. The Commission is not obligated to renew the contract after the initial term or for any additional one (1) year periods and does not have to give reason(s) if the Commission elects not to renew. Whether to renew after the initial term, or for each additional 1-year period thereafter, is at the sole discretion of the Commission. Any reference to year in this agreement shall mean a twelve-month period. This agreement may be terminated by either party upon 30 days written notice.

SECTION THREE **COMPENSATION**

The Commission shall compensate the ALJ according to the hourly rate schedule, attached hereto as “**Exhibit A,**” for actual time devoted to performing the above-enumerated services. The ALJ’s monthly billings shall not exceed the sum of \$20,000.00 per month without prior approval or subsequent ratification by the Certifying Officer of the Commission.

The ALJ shall invoice the Commission for payments on a monthly basis and shall be required to provide a record of hours worked and the description of work. The Commission’s obligation for payment of the ALJ’s fees and costs shall be subject to the availability of funds for such payment.

The Commission will closely monitor the performance of work by the ALJ and the Commission has determined that it would not be practical to use any other type of contract to obtain the needed services. The ALJ agrees that she shall not receive any of the benefits given full-time non-contractual employees of the Government of Guam.

SECTION FOUR **REIMBURSEMENT OF EXPENSES**

The Commission shall reimburse the ALJ for the following expenses if incurred on behalf of the Commission:

1. Travel, food, lodging, and other related traveling expenses, provided the prior approval of the Commission is obtained for such travel and provided further that reimbursement for such travel expenses shall be pursuant to the Commission’s policy and rates for per diem compensation;
2. Long distance telephone calls, messenger and delivery fees, postage, photocopying, parking, and other similar items customarily paid for by clients.

3. Any other expenses provided that the prior approval of the Commission has been obtained; and
4. Any other expenses that although the prior approval of the Commission was not obtained, the Commission determines to have been beneficial and justified.

The ALJ shall provide vouchers and receipts, together with a brief explanation of such expenses that it has incurred for the benefit of the Commission.

SECTION FIVE

COMPLIANCE WITH LAWS AND REGULATIONS

In performing the work provided for herein, the ALJ agrees to fully comply with any and all applicable laws, rules, and regulations adopted or promulgated by any governmental agency or regulatory body, both territorial and federal. The ALJ assumes fully responsibility for the payment of all contributions, payroll taxes, or assessments, territorial or federal, and further agrees to meet all requirements that may be specified under regulations of administrative officials or bodies charged with enforcement of any territory or federal laws on this subject.

SECTION SIX

ACCESS TO RECORDS

The ALJ shall maintain all books, documents, papers, accounting records, and other evidence concerning the expenses and costs incurred by the ALJ's performance and shall make such material available to the Commission or its designee(s) for inspection and copying upon request during the term of this Agreement.

SECTION SEVEN

FINAL PAYMENT AND RELEASE OF CLAIMS

Final payment shall be made upon satisfactory delivery and acceptance of all services as herein specified and performed under this agreement. Prior to final payment, as a condition precedent thereto, the ALJ shall execute and deliver to the Commission a release, in a form approved by the Commission, of claims against the Commission arising under or by virtue of this agreement.

SECTION EIGHT

INDEPENDENT AGENT

For the purpose of the Government Claims Act, 5 GCA Ch. 6, the ALJ shall not be considered an agent of the Commission with respect to any acts performed by it in

connection with the discharge of the duties of this contract. There shall be no employee benefits provided under this contract, such as health or life insurance, retirement benefits, vacation leave or sick leave, and there shall be no withholding of taxes by the Commission. The ALJ contracts herein with Commission as an independent contractor and is neither an employee nor an agent of the Commission for the purpose of performing the services hereunder. The Commission therefore assumes no responsibility of liability for the acts of the ALJ which are performed in its independent and professional capacity.

SECTION NINE

RESPONSIBILITY OF THE ALJ

The ALJ shall be responsible for the professional and technical accuracy of all work and materials furnished under this Agreement. The ALJ shall, without additional cost to the Commission, correct or revise all errors or deficiencies in her work. The Commission's review, approval, acceptance of, and payment of fees for services required under this Agreement, shall not be construed to operate as a waiver of any rights under this Agreement or of any cause of action arising out of the ALJ's failure to the Commission for all costs of any kind which may be incurred by the Commission as a result of the ALJ's negligent performance of any of the services performed under this Agreement.

SECTION TEN

ASSIGNMENT OF AGREEMENT

The ALJ may not assign this Agreement, or any sum becoming due under the provisions of this Agreement without the prior written consent of the Commission.

SECTION ELEVEN

GENERAL COMPLIANCE WITH LAWS

The ALJ shall be required to comply with all Federal and Territorial laws and ordinances applicable to this work. The ALJ has provided the Commission with a copy of its current business license.

SECTION TWELVE

ACCESS TO RECORDS AND OTHER REVIEW

The ALJ, including his subcontractors, if any, shall maintain all books, documents, papers, accounting records and other evidence operating to costs incurred and to make such materials available at their respective offices at all reasonable times during the contract period and for three (3) years from the date of the final payment under the Agreement, for inspection by the Commission.

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SECTION THIRTEEN **OWNERSHIP OF DOCUMENTS**

All briefs, memoranda and other incidental work of the ALJ or materials furnished hereunder shall be and remain the property of the Commission including all publication rights and copyright interests, and may be used by the Commission without any additional costs to the Commission.

SECTION FOURTEEN **INDEMNITY**

The ALJ agrees to save and hold harmless the Commission, its officers, agents, representatives, successors and assigns and other governmental agencies from and all suits or actions of every nature and kind, which may be brought from or on account of any injury, death, or damage arising or growing out of the acts or omissions of the ALJ, her officers, agents, servants or employees under this Agreement.

SECTION FIFTEEN **CHANGES IN SCOPE OF WORK AND SERVICES**

15.1 Commission Initiated

The Commission may, at any time, by written order, make changes to the general scope of this contract in the services to be performed. The ALJ shall not make any changes to the general scope without the written approval of the Commission.

If such changes cause an increase or decrease in the ALJ's cost of, or time required for, performance of any services under this Agreement, the Agreement shall be modified in writing accordingly. Any claim for adjustment under this section must be made in writing to the Commission within thirty (30) days from the date of receipt by the ALJ of the notification of change; provided, however, the Commission, if it determines the facts justify such action, may receive and consider and adjust any such claim asserted at any time prior to the date of final settlement of the Agreement. Nothing provided in this section shall excuse the ALJ from diligently proceeding with the work so charged.

15.2 Initiated by the ALJ

If the ALJ believes that a change in the scope of services is necessary and desirable to the furtherance of the interest of the project under this Agreement, the ALJ shall make a request, in writing, for the Commission to issue a Change Order. Such requests for Change Order shall include the proposed change in scope of services, as well as the proposed change in compensation and/or schedule associated with granting such a Change

Order. The Commission shall, in response to such request for Change Order, utilize the same options as stated above.

SECTION SIXTEEN TERMINATION

Either of the parties hereto may, by written notice to the other, terminate this Agreement in whole or in part upon thirty (30) days written notice either for convenience or default. Upon such termination, all briefs, reports, summaries, completed work and work in progress, and such other information and materials as may have been accumulated by the ALJ in performing this Agreement shall, in the manner to the extent determined by the Commission, become the property of and be delivered to the Commission. If the contract is terminated by the ALJ or by the Commission for cause, prior to its completion, the ALJ shall reimburse the Commission for any travel costs associated with this contract and the Commission may retain as set-off for such expenses any funds owed to ALJ in the Commission's possession.

SECTION SEVENTEEN SEVERABLE PROVISIONS

If any provision of this Agreement shall be deemed by a court of competent jurisdiction to be invalid, then such provision shall be deemed stricken from the Agreement and the Agreement shall be enforced according to its valid and subsisting terms and provisions.

SECTION EIGHTEEN GOVERNING LAW

Venue of any action brought under this Agreement shall lie in the Territory of Guam exclusively. This Agreement shall be governed by and construed in accordance with the laws and court decisions of the Territory of Guam.

SECTION NINETEEN COMMISSION NOT LIABLE

The Commission assumes no liability for any accident or injury that may occur to the ALJ, his or her agents, dependents, or personal property while en route to or from this territory or during travel mandated by the terms of this Agreement.

SECTION TWENTY APPROVALS

Any approvals required herein by the Commission shall mean approval by the Public Utilities Commission is required unless another person is designated by the Commission to issue particular or limited approvals on certain matters.

SECTION TWENTY-ONE
CONFLICTS

The ALJ agrees to disclose to the Commission any possible conflict of interest that may arise in representing the Commission's interest, and obtain a written waiver from the Commission regarding its conflict. Should any possible conflict of interest arise, the ALJ agrees not to disclose or otherwise use any matters learned from the Commission to the disadvantage of the Commission.

SECTION TWENTY-TWO
INTEREST OF THE ALJ

The ALJ covenants that she presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement. The ALJ further covenants that in the performance of this Agreement, no person having such interest shall be employed.

SECTION TWENTY-THREE
GUAM TAX

The ALJ is responsible for payment of all applicable Guam Taxes.

SECTION TWENTY-FOUR
NO WAIVER OF LEGAL RIGHTS

No waiver of any breach of the Agreement shall be held to be a waiver of any other or subsequent breach, or of any right that the Commission may have for damages. Each party reserves the right to correct any error that may be discovered in any invoice that may have been paid to the ALJ and to adjust the same to meet the requirements of the Agreement.

SECTION TWENTY-FIVE
SUCCESSORS AND ASSIGNS

Subject to the limitations on assignment and transfer herein contained, this Agreement shall be binding upon and inure to the benefit of the parties hereto, their respective successors and assigns.

SECTION TWENTY-SIX
BREACH OF CONTRACT TERMS

Any violation or breach of terms of this Agreement on the part of the ALJ may result in the suspension or termination of this Agreement or such other action that may be necessary to enforce the rights of the parties of this Agreement. The duties and obligations

imposed by this Agreement and the rights and remedies available hereunder shall be in addition to and not a limitation of any duties, obligations, rights and remedies otherwise imposed or available by law.

SECTION TWENTY-SEVEN
COVENANT AGAINST CONTINGENT FEES

The ALJ warrants that he has not employed or retained any company or person, other than a bona fide employee working solely for the ALJ to solicit or secure this Agreement, and that she has not paid or agreed to pay any company or person, other than a bona fide employee working solely for the ALJ, any fee, commission, percentage, brokerage fee, gifts or any other consideration, contingent upon or resulting from the award or making of this Agreement.

For breach or violation of this warranty, the Commission shall have the right to annul this Agreement without liability, or, in its discretion to deduct from the contract price of consideration or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift, or contingent fee.

SECTION TWENTY-EIGHT
INFORMATION TO BE FURNISHED TO THE ALJ

All information, data, reports, and records as are existing, available, and in the Commission's custody, and necessary for the carrying out of the services shall be furnished to the ALJ without charge by the Commission, and the Commission shall cooperate with the ALJ in every reasonable way during all phases of the project. The ALJ hereby agrees to indemnify and hold the Commission harmless from any losses, damages, costs, claims, suits and judgments, expenses of any nature or kind, including the ALJ's fees, arising from any defects or failures attributable to ALJ's unreasonable or imprudent reliance on the aforementioned documents.

SECTION TWENTY-NINE
WARRANTY AGAINST EMPLOYMENT
OF SEX OFFENDERS (PUBLIC LAW 28-98:2)

The ALJ warrants that no person providing services on behalf of the ALJ has been convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA, or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry.

If any person providing services on behalf of the ALJ is convicted of a sex offense under the provisions of Chapter 25 of Title 9 GCA or an offense as defined in Article 2 of Chapter 28, Title 9 GCA or an offense in another jurisdiction with, at a minimum, the same elements as such offenses, or who is listed on the Sex Offender Registry, that such person

will immediately be removed from working at said agency and that the administrator of said agency be informed of such within twenty-four (24) hours of such conviction.

SECTION THIRTY
ENTIRE AGREEMENT

This Agreement and exhibits or attachments hereto constitute the entire agreement between the parties, and no prior or contemporaneous written or oral promises, representations or assurances shall be deemed to alter the provisions hereof. This Agreement supersedes any and all other agreements, either oral or in writing, between the parties hereto with respect to the retention of the ALJ by the Commission and contains all of the covenants and agreements between the parties with respect to such retention in any manner whatsoever. Each party to this agreement acknowledges that no representation, inducements, promises or agreements, orally or otherwise, have been made by any party, or anyone acting on behalf of any party, which is not embodied herein, and that no other agreement, statement, or promise not contained in this Agreement shall be valid or binding.

SECTION THIRTY-ONE
NOTICES

Notices to either party will be sent to:

GUAM PUBLIC UTILITIES COMMISSION
Suite 207, GCIC Building
414 W. Soledad Avenue
Hagåtña, Guam 96910

ALJ: Kristina L. Baird, Esq.
Post Office Box 13045
Santa Rita, Guam 96915

[SIGNATURES CONTINUED ON NEXT PAGE]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.

ADMINISTRATIVE LAW JUDGE:

Kristina L. Baird
KRISTINA L. BAIRD, Esq.

PURCHASING AGENCY:

PUBLIC UTILITIES COMMISSION

By: 
JEFFREY C. JOHNSON,
Chairman

By: 
LOURDES R. PALOMO,
Administrator

CERTIFIED FUNDS AVAILABLE:

By: 
JEFFREY C. JOHNSON,
PUC Certifying Officer

HOURLY RATE SCHEDULE

Kristina L. Baird \$ 250.00

EXHIBIT “A”