

GUAM PUBLIC UTILITIES COMMISSION

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Chief Administrative Law Judge

Joephett R. Alcantara
Administrative Law Judge

Anthony R. Camacho
Legal Counsel

RESOLUTION NO. 26-03

RELATIVE TO THE APPROVAL OF THE EMPLOYMENT AGREEMENT FOR IN-HOUSE LEGAL COUNSEL ANTHONY R. CAMACHO

WHEREAS, the GUAM PUBLIC UTILITIES COMMISSION (“PUC”) is an autonomous instrumentality independent of the Executive and Legislative Branches of the Government of Guam; and

WHEREAS, the PUC 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, §12103, to employ the services of an In-House Counsel required by the PUC in the performance of its duties; and

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

WHEREAS, PUC’s current Legal Counsel **Anthony R. Camacho** applied for and responded to RFP No. 25-01 and it was determined by the PUC that the award of a contact under RFP No. 25-01 should be made to **Anthony R. Camacho**, as In-House Legal Counsel, as the most responsive and qualified offeror as determined by evaluating experience and other relevant factors; and

WHEREAS, the PUC agrees to ratify and affirm the Employment Agreement with **Anthony R. Camacho** more particularly described hereinabove; and

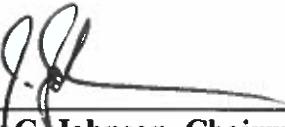
WHEREAS, the salary of In-House Legal Counsel, **Anthony R. Camacho**, for the term of the Employment Agreement, shall be for the total amount of **Two Hundred Ten Thousand Dollars (\$210,000.00)** per annum, which is inclusive of compensation for health and welfare benefits. The Guam Federal Wage Determination standards recommends that compensation for Health and Welfare Benefits be included in an employee’s salary where such benefits (i.e., health insurance and others) are not provided to the employee. The PUC is unable to provide health insurance or retirement benefits to In-House Legal Counsel **Anthony R. Camacho**.

NOW THEREFORE, in due consideration of the above recitals and for good cause shown, the **PUC** hereby resolves that:

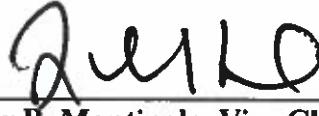
1. The Employment Agreement with **Anthony R. Camacho**, as In-House Counsel for the **PUC**, is hereby approved; and
2. The **PUC** hereby ratifies and affirms the Employment Agreement with **Anthony R. Camacho**, as In-House Counsel for the **PUC**, more particularly described hereinabove; and
3. The salary of In-House Legal Counsel, **Anthony R. Camacho**, for the term of the Employment Agreement, shall be for the total amount of **Two Hundred Ten Thousand Dollars (\$210,000.00)** per annum, which is inclusive of compensation for health and welfare benefits; and
4. During the term of his employment, all terms and conditions of said Employment Agreement between the **PUC** and **Anthony R. Camacho** shall remain in full force and effect and shall govern the respective relations of the parties; and
5. That the Chairman is authorized to sign all documents necessary to effectuate the above referenced agreement.

[SIGNATURES TO FOLLOW ON NEXT PAGE]

DULY AND REGULARLY ADOPTED ON THIS 29th DAY OF JANUARY, 2026.



Jeffrey C. Johnson, Chairman



Peter B. Montinola, Vice Chairman



Joseph M. McDonald, Commissioner



Michael A. Pangelinan, Commissioner



Doris Flores-Brooks, Commissioner