

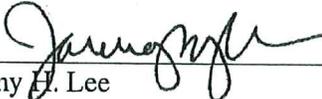
**Side Letter Agreement**  
Between the City of Garden Grove and  
the Orange County Employee Association  
Regarding Confidential Employees

The City of Garden Grove ("City") and the Orange County Employee Association ("OCEA") hereby agree as follows in relation to those employees designated as "confidential" in Exhibit A of the Memorandum of Understanding between the parties.

1. Such confidential employees may not disclose confidential personnel or financial information or information pertinent to labor negotiations obtained as a result of their position with the City to any members or representatives of OCEA. Further, such employees will be required to sign Confidentiality Agreements requiring them to maintain the confidentiality of any such information. Finally, such employees will be subject to termination (with a right of appeal only as to the facts supporting the decision to terminate) for any violation of their Confidentiality Agreements.
2. Such employees will not serve on the Garden Grove Employee Association Board.
3. This Side Letter shall remain in effect through successor MOUs.
4. Any amendment to this Side Letter must be in writing and mutually agreed to by both parties to this Side Letter.
5. All individuals signing below have authority to bind the respective parties.

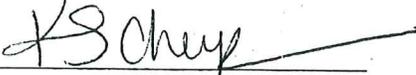
**Dated: May 5, 2025**

**For the City of Garden Grove:**

  
\_\_\_\_\_  
Jany H. Lee  
Human Resources Director

**For the Garden Grove Chapter of the  
Orange County Employees Association:**

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Kerensa Schupmann  
OCEA Representative