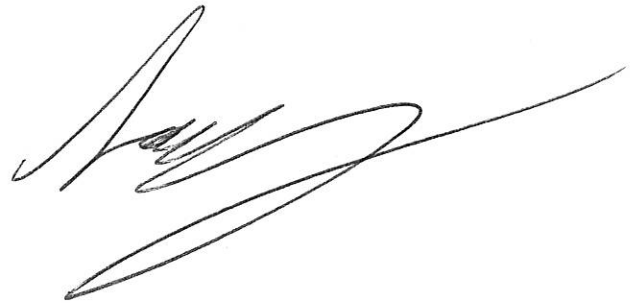


Tentative Agreement between the City of Cupertino and CEA

Distributed at the Table on July 19, 2016

NEW For the term of this Contract: No sooner than 180 days prior to the expiration of this Memorandum of Understanding (MOU), the City and CEA will schedule three (3) meetings to be concluded no later than 90 days prior to the expiration of this MOU with the goal of reaching mutual agreement on the comparable jurisdictions and total compensation elements to be surveyed in preparation for negotiations of a successor MOU. If the parties are unable to reach mutual agreement at the conclusion of the three (3) meetings prior to 90 days of the expiration of this MOU, the parties shall conduct their own total compensation study. The parties agree that if the parties are able to reach mutual agreement on the comparable jurisdictions and the total compensation elements to be surveyed, the results of such total compensation study shall be a topic for negotiations as part of the successor MOU bargaining.

*Demetrius  
for city*

A large, stylized handwritten signature in black ink, likely belonging to a representative of the City of Cupertino or CEA.