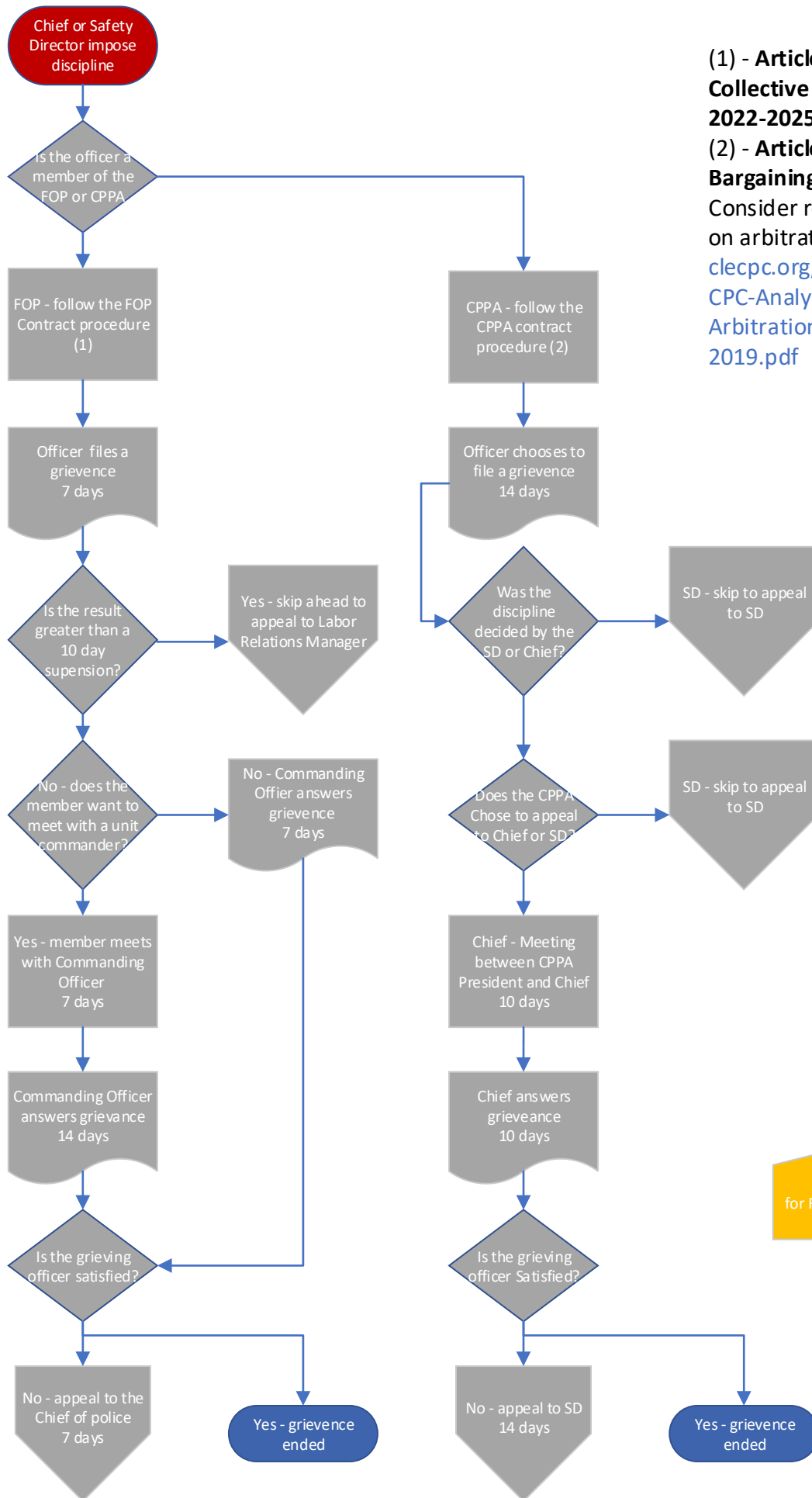




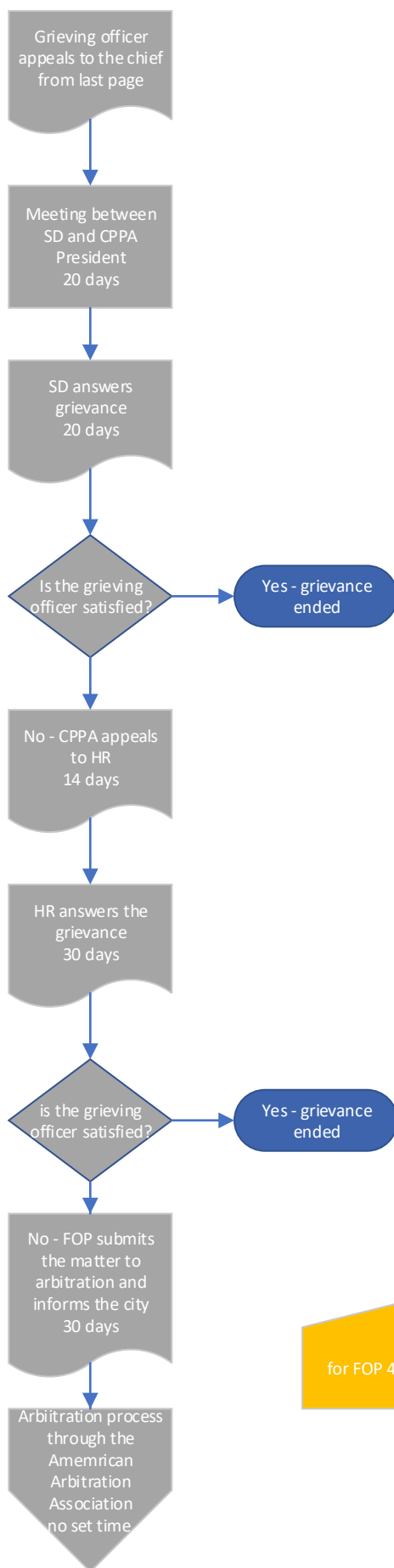
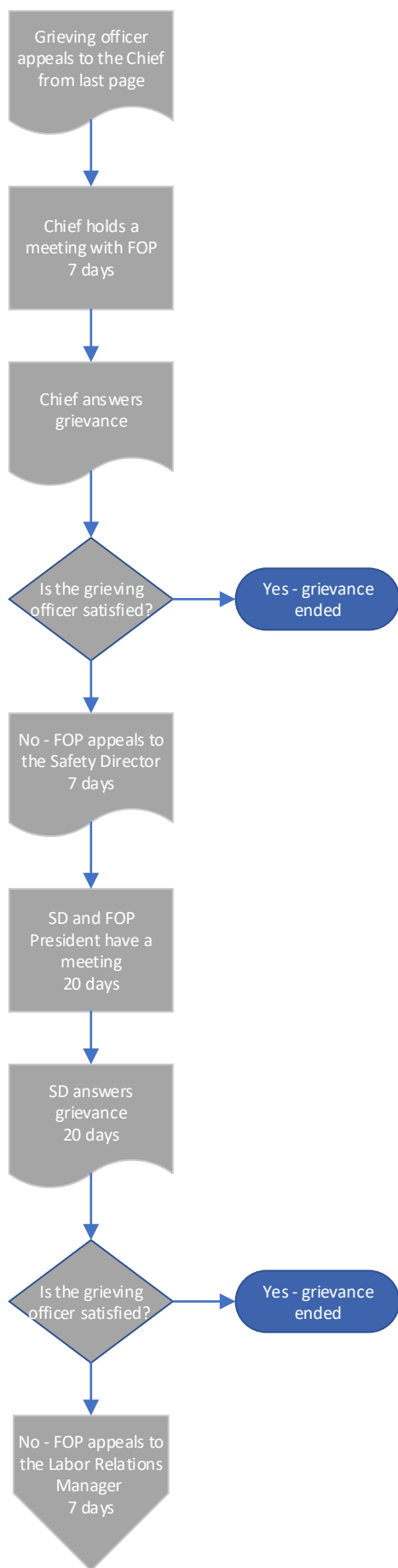
(1) - Article 20, FOP Lodge 8 Collective Bargaining Agreement 2022-2025.

(2) - Article 21 CPPA Collective Bargaining Agreement 2022-2025.

Consider reading the CPC's report on arbitration results: <https://clecpc.org/wp-content/uploads/CPC-Analysis-of-Cleveland-Police-Arbitrations-2014-2018-06-2019.pdf>

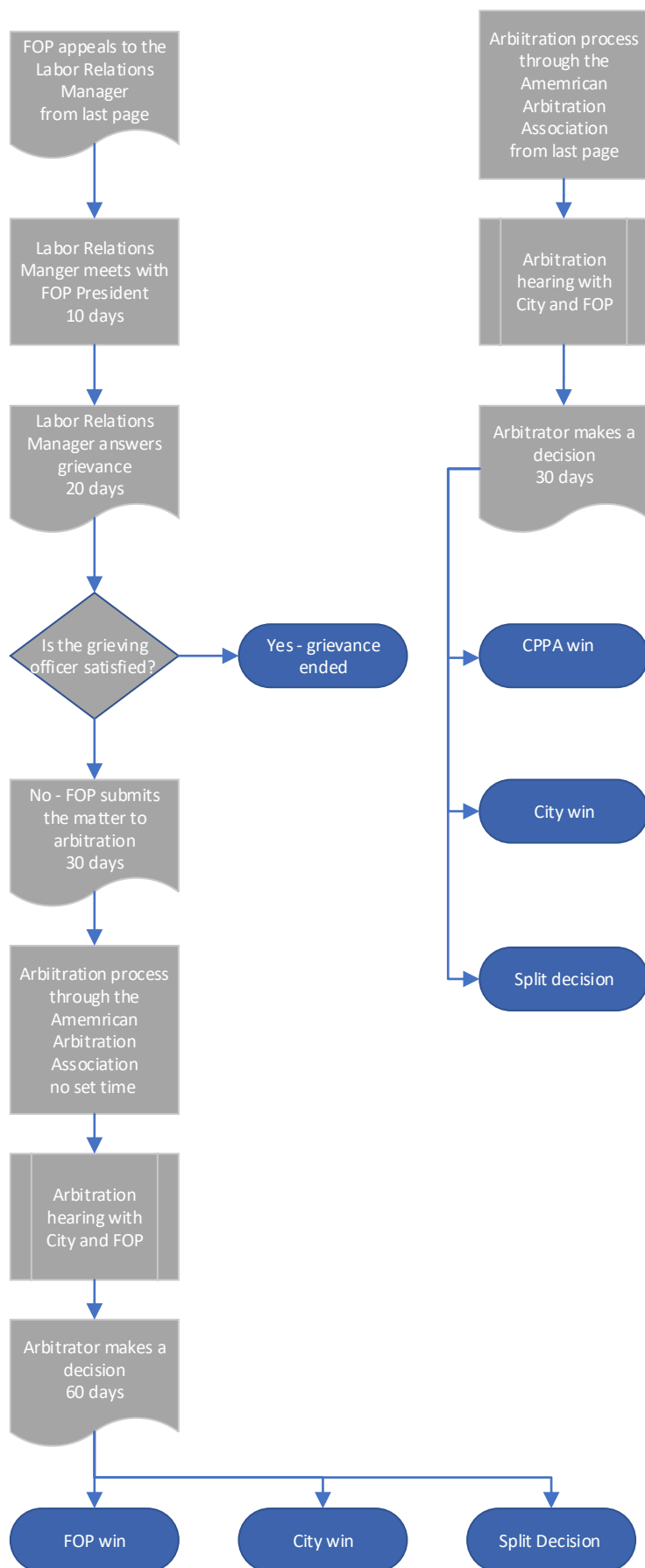
for FOP 21-35 days

for CPPA 14-48 days



for FOP 41 days

for CPPA 74 days



for FOP 120 days

for CPPA 30 days

Total for FOP
181-195 days at
least

Total for CPPA
115-149 days at
least