



Leadership Compensation

Board of Directors & Supervisory Committee Compensation

Columbia Credit Union has established a Compensation Policy to provide reasonable compensation for its Board of Directors and Supervisory Committee as allowed by law and the Credit Union's Bylaws. This Policy recognizes the education and the time requirements that are necessary and expected of the Directors and Committee Members, who set general direction and control of the Credit Union.

Compensation Schedule for 2021

The Credit Union provides reasonable compensation in the form of an annual stipend ranging between \$8,400 and \$25,000 based on leadership positions held. The stipend is payable in quarterly installments. Policy automatically opts all Officials into compensation and allows Officials to opt-out of the stipend with written notification to the Board Chair stating the reason for opting out.

Positon	Compensation
Director + Board Chair	\$25,000.00
Director + Vice Chair	\$20,000.00
Director + Treasurer	\$20,000.00
Director + Secretary	\$20,000.00
Director + Committee Chair	\$20,000.00
Director	\$15,000.00
Supervisory Committee Chair	\$11,000.00
Supervisory Committee Vice Chair	\$8,400.00
Supervisory Committee Member	\$8,400.00

Compensation Paid in 2020

The following compensation was paid to Board Directors and Supervisory Committee Members in calendar year 2020.

Positon	Compensation
Kelly Love Director & Board Chair (Jan 1 – Dec 31)	\$20,750.00
Carol Van Natta Director & Board Vice Chair (Jan 1 – Dec 31) & Committee Chair (June 2 – Dec 31)	\$16,500.00
Joseph Vance Director (Jan 1 – Dec 31) & Treasurer (June 2 – Dec 31)	\$14,763.89
Larry Paulson Director & Treasurer (Jan 1 – May 5)	\$7,694.44
Eric Sawyer Director (Jan 1 – Dec 31) & Secretary (June 2 – Dec 31)	\$16,500.00
Max Ault Director (Jan 1 – Dec 31) & Committee Chair (June 2 – Dec 31)	\$14,763.89
Marci White-Stumpf Director (Jan 1 – Dec 31) & Secretary (Jan 1 – June 1)	\$14,486.11
Tracey Malone Director (May 5 – Dec 31)	\$6,041.67
Julianna Marler Director (Jan 1 – Dec 31)	\$12,750.00
Dena Strong Director (May 5 – Dec 31)	\$6,041.67
Al Schauer Director (Jan 1 – May 5)	\$7,958.33
Dick Thompson Supervisory Committee Chair	\$9,750.00
Tony Jackson Supervisory Committee Vice Chair	\$7,800.00
Judith L Chipman Supervisory Committee Member	\$7,800.00
Dave Dumas Supervisory Committee Member	\$7,800.00
Paul Montague Supervisory Committee Member	\$7,800.00