



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 2020

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.

Position	Compensation
Director + Board Chair	\$25,000
Director + Vice Chair	\$20,000
Director + Treasurer	\$20,000
Director + Secretary	\$20,000
Director + Committee Chair	\$20,000
Director	\$15,000
Supervisory Committee Chair	\$11,000
Supervisory Committee Vice Chair	\$8,400
Supervisory Committee Member	\$8,400

Compensation Paid in 2019

The following compensation was paid to Board Directors and Supervisory Committee Members in calendar year 2019.

Position	Compensation
Alishia Topper Director & Board Chair (Jan 1-May 7)	\$5,334
Kelly Love Director & Board Vice Chair (Jan 1-Jun 4), Board Chair (Jun 4-Dec 31)	\$6,667
Carol Van Natta Director (Jan 1-Jun 4) & Board Vice Chair (Jun 4-Dec 31)	\$6,000
Marci White-Stumpf Director & Board Treasurer (Jan 1-Jun 4), Board Secretary (Jun 4-Dec 31)	\$6,000
Roy Johnson Director & Board Secretary (Jan 1 - May 7)	\$4,000
Larry Paulson Director (Jan 1-Jun 4) & Board Treasurer (Jun 4 - Dec 31)	\$6,000
Max Ault Director (May 7-Dec 31)	\$2,000
Julianna Marler Director (May 7-Dec 31)	\$2,000
Eric Sawyer Director	\$6,000
Al Schauer Director	\$6,000
Lynn Valenter Director (Jan 1-May 7)	\$0
Joseph Vance Director (May 7-Dec 31)	\$2,000
Dick Thompson Supervisory Committee Member and Committee Chair	\$6,000
Tony Jackson Supervisory Committee Member and Committee Vice Chair	\$6,000
Judith L Chipman Supervisory Committee Member	\$6,000
Dave Dumas Supervisory Committee Member	\$6,000
Paul Montague Supervisory Committee Member	\$6,000