



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 necessary and expected of the Directors and Committee Members who set general direction and control of the Credit Union.

Compensation Schedule for 2023

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. In addition to the stipend, compensation may include up to \$599 annually in taxable fringe benefits for certain education and training expense reimbursements. The Compensation Policy automatically opts all Officials into the stipend and allows Officials to opt-out of the stipend with written notification to the Board Chair stating the reason for opting out.

Position	Stipend 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 2022

The following compensation was paid to Board Directors and Supervisory Committee Members in calendar year 2022.

Person & Position(s)	Paid in 2022
Kelly Love Zuercher Board Chair (Jan-May), Director (May-Jul 15), Supervisory Comm (Jul 18-Dec)	\$25,981.66
Carol Van Natta Board Vice Chair (Jan-Dec)	\$20,000.00
Joseph Vance Board Treasurer & Committee Chair (Jan-May), Board Chair (Jun-Dec)	\$20,147.22
Eric Sawyer Board Secretary (Jan-May), Committee Chair (Jan-Dec)	\$20,000.00
Marci White-Stumpf Director	\$15,000.00
Max Ault Director Committee Chair (Jan-May), Board Secretary (Jun-Dec)	\$20,000.00
Tracey Malone Director	\$15,599.00
Julianna Marler Director	\$15,338.00
Dena Strong Director (Jan-May), Board Treasurer & Committee Chair (Jun-Dec)	\$15,000.00
Dick Thompson Supervisory Committee Chair (Jan-May)	\$11,599.00
Tony Jackson Supervisory Committee Vice Chair (Jan-May)	\$8,400.00

Christine Smith	Supervisory Committee (May-Dec)	\$4,900.00
David Sacamano	Supervisory Committee (May-Dec)	\$4,900.00
Paul Montague	Supervisory Committee (Jan-May), Supervisory Committee Chair (Jun-Dec)	\$8,999.00
Tim Schauer	Supervisory Committee (Jan-Jul 15), Board Director (Jul 15-Dec)	\$3,500.00
Lynn Valenter	Supervisory Committee (Jan-May), Supervisory Committee Vice Chair (Jun-Dec)	\$3,500.00