



**BOARD AND AUDIT COMMITTEE STIPEND STRUCTURE
EFFECTIVE April 1, 2025**

1. Board of Director Annual Stipends

Base Annual Stipend	\$16,000
Supplemental Annual Stipend for Board Chair	\$4,000
Supplemental Annual Stipend for Service as Board Committee Chair	\$2,000

2. Payment Structure

- The stipend is payable quarterly in-arrears in an amount equal to the annual amount divided by four: *example* $\$10,000 / 4 = \$2,500$ per quarter, while the individual is serving the Credit Union in a Director capacity.
- All Officials will be automatically opted-in to the compensation/stipend program. An Official may opt-out of the compensation/stipend program by sending written notification to the Board Chair stating the reason for opting-out. The opt-out will remain in effect for the remainder of the Official's current and subsequent terms. An Official who has opted-out may opt-in to the compensation/stipend program with written notice to the Board Chair. The opt-out/opt-in will be effective the date of the notification.

3. 2025 Stipend Payments

Official	Total Stipend Paid
Merrilou Harrison	\$20,000
Ryan Smith	\$18,000
Terry Morgan	\$18,000
Doug Nicholson	\$16,000
Michael Meyer	\$16,000
Victoria Larios	\$16,000
Angela Von Essen	\$16,000
Angela Gonzalez	\$16,000
Jim Hurley	\$16,000