



Compensation Philosophy



Measurement & Reporting
Effective July 1st, 2025



Terminology

The concept of a “compa-ratio” plays an important role in our compensation philosophy. A compa-ratio describes a co-worker’s actual base pay relative to “market pay” for a similar job. Market pay, in turn, is determined by aggregating many salary surveys from around the country and adjusting for differences in the local cost of living. In general, our policy is to pay co-workers not less than 80% and not more than 120% of market pay (The Executive range is 75% - 125%). Thus, a compa-ratio of 100% means that the co-worker’s pay is at the midpoint of the range.

The concepts of “Exempt,” “Non-Exempt,” and “Executive” job classifications also play an important role in our compensation philosophy. These concepts are defined below.

- **Non-Exempt:** A co-worker who is paid by the hour and eligible for overtime. A non-exempt co-worker’s pay range has compa-ratios of 80% (minimum) to 120% (maximum).
- **Exempt:** A co-worker who is paid an annual salary and not eligible for overtime. An exempt co-worker’s pay range has compa-ratios of 80% (minimum) to 120% (maximum).
- **Executive:** An exempt co-worker who is responsible for managing a core area of the credit union. An executive co-worker’s pay range has compa-ratios of 75% (minimum) to 125% (maximum).

Measurement & Reporting

Average Compa-Ratio per Job Classification		
		Number of Co-Workers
Non-Exempt	104.3%	126
Exempt	95.9%	62
Executive	86.7%	9

Average Compa-Ratio by Gender for Each Job Classification						
	Female	Number of Co-Workers	Male	Number of Co-Workers	Non-binary	Number of Co-Workers
Non-Exempt	105.6%	93	100.5%	33	N/A	0
Exempt	95.9%	42	95.9%	20	N/A	0
Executive	86.8%	2	86.7%	7	N/A	0
Note: The national data, on which compa-ratios depend, is not disaggregated by gender.						

Average Compa-Ratio by Minority Status		
		Number of Co-Workers
Minority	100.9%	22
Non-Minority	100.8%	175
Note: The national data, on which compa-ratios depend, is not disaggregated by minority status.		

Average Compa-Ratio by Minority Status for Each Job Classification				
	Minority	Number of Co-Workers	Non-Minority	Number of Co-Workers
Non-Exempt	102.4%	19	104.6%	107
Exempt	91.2%	3	96.1%	59
Executive	N/A	0	86.7%	9
Note: The national data, on which compa-ratios depend, is not disaggregated by minority status. We acknowledge the difference in average compa ratios between minorities and non-minorities and have analyzed the data. These differences are based on differences in tenure within the organization and job performance. Also note that compa ratios are calculated using base pay only. When including any incentive pay, the difference is reduced.				

Salaries Below Range Minimum
1
Note: This is due to a change in the salary range. The 2025 increase will get this co-worker over the minimum. Please note that all co-workers are paid above our established Living Wage Floor.

Salaries Above Range Maximum
7
Note: Majority are co-workers in lowest paid positions and due to longer tenure.

Living Wage for Geographic Areas ⁱ	
Beaverhead County	\$20.63
Broadwater County	\$24.95
Cascade County	\$20.57
Deer Lodge County	\$19.63
Flathead County	\$23.29
Gallatin County	\$24.86
Granite County	\$22.07
Jefferson County	\$22.61
Lake County	\$23.07
Lewis & Clark County	\$22.32
Lincoln County	\$20.77
Madison County	\$24.10
Meagher County	\$23.48
Mineral County	\$22.06
Missoula County	\$21.67
Park County	\$22.37
Powell County	\$20.23
Ravalli County	\$23.13
Sanders County	\$22.60
Silver Bow County	\$20.47
Clearwater Entry Level Wage	\$22.17
Note: Clearwater is committed to paying its least well-compensated positions no less than the mean average of the “Living Wage for a Single Adult” in the counties in which we have a facility, as calculated each year by the MIT Living Wage Calculator.	

Multiple of the Highest Paid Co-worker to the Lowest Paid Co-worker
8.98
Note: Clearwater policy limits the base pay of the highest paid co-worker to no more than ten times the lowest paid co-worker.

Challenges in Attraction, Retention & Turnover Related to Compensation
Note: Attracting higher level lending positions, specifically home and commercial lenders. Continued competition on wage is making it harder to compete for talent in general.

ⁱ <http://livingwage.mit.edu>