

## Questions submitted to TAPP, Sept. 28-Oct. 2, 2020

**Who prepared the TA by-laws passed last April?** The TAPP staff suggested the changes, and the TAPP Board voted and agreed.

**If Gunnison County employees prepared the by-laws then what were they paid?** The by-laws were reviewed by the County. There were no fees for review.

**Are the amended by-laws on your website valid?** Yes

**If so, why was the selection committee only the BOCC/LMD and did not include the two TA directors per by-laws?** The selection committee is the Western and CBMR rep (permanent members), plus the rest of the board of directors. The permanent members of the Selection Committee were not called, but with a unanimous LMD vote for Erica Rasmussen, the Western and CBMR reps wouldn't have changed the outcome even if they had preferred a different candidate.

**Is John Norton still allowed by TAPP board to do outside consulting including travel?** John Norton is an independent consultant. He is not an employee, as none of our "staff" are employees. By definition, he and they manage their own time. Given the remarkably positive results the past 5 ½ years, the board concludes we are getting good to great value from the whole crew.

**What are the salaries of TA employees including ICELab?** We do not disclose personal information, but each year we review wages at other Western DMO's of similar sizes. Those at TAPP are paid either at par or below par compared to comparable DMO's, the higher paid people at TAPP being more likely to be paid below par. TAPP staff wages make up 19% of revenue, whereas the average in our DMO competitive set is 26%.

**Can presentation made to BOCC on Sept 15th be shared with public?** TAPP did not present to the Board of County Commissioners (BOCC) on Sept. 15. The video of the Sept. 15 meeting, which was the TAPP Board of Directors budget meeting, is on our [Meetings and Documents page](#). In addition, the presentation made to the Local Marketing District board (which is also the BOCC) is also on the [Meetings and Documents page](#) under the Sept. 22 bullet.

**Graphs and charts?** Yes, please see the [Meetings and Documents page](#).

**Will there be an agenda for next board meeting in October?** Yes

**If so, can it be made available to public prior to meeting?** Yes

**When will there be an open forum to exchange ideas and thoughts with the public as TA board promised?** The Q&A form on our website (through which these questions were submitted) is an open forum. Anyone can ask a question, and TAPP staff will post answers on

the website within 5 business days.

**Are audits of TA accounting available to public?** Yes

**Which years have audits been performed?** 2015 to 2019. It is our understanding that the predecessor TA did not perform annual audits.