

RM Staff letter for CO State Match 2023
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1) Introduction

Thank you for volunteering to work the match. I have not had the pleasure of working with most of you and look forward to the opportunity. I have worked a lot of Level I, II and III USPSA matches over the years, and am very impressed with the front-end work that our Match Director Germaine Adams and the rest of the match planners have done so far. I believe that we are off to a good start, and that this should be a great match. We won't have much time for a staff meeting, so please review the following information.

2) General Guidelines

First, and always, remember that our shooters are paying to shoot a Level II USPSA Championship: They are expecting a fun, fair and safe experience. Please treat them decently. Be polite, even tempered, and fair in every situation. Avoid conflict and keep the match moving smoothly and efficiently. Please do not hesitate to call for help.

3) Safety

Your first job is to maintain and enforce safety rules. While there are many other things we need to do, bottom line is that we are here to prevent injury, so please stay alert.

4) Penalties/Rules

Although the unofficial First Rule is "Don't be a dick," we expect you to score and call procedurals as stated in the USPSA rule book. More importantly, we expect you to call it the same way for every single shooter you run. A bad call or an "escalated" run-in with an RO can ruin a shooter's match. Also remember that giving a shooter an undeserved break equals giving all his competitors a penalty, just as giving someone a "perfect double" is the same as giving all his competitors a Mike. Be accurate (not generous, nor punitive). If you call me, I will be there to do anything I can to support you. There may still be times when I am compelled to reverse an RO's call: do not take this personally if it happens.

5) DQ's and Reshoots

Please let me know about any DQ situation as soon as it happens (just call me to your stage: don't say "DQ" over the radio). I also will want to know about the reason for any changes made on the tablets, and if you have any reshoots (you don't need to call about those two things, but keep track of them and let me know when I ask why they happened). Do not give a reshoot that is not warranted (call me if uncertain). Any time that a reshoot is required because of RO error (activator not set properly, time missing etc) it's disappointing. Please make sure you have a system on your stage to ensure reshoots are minimized.

6) Communications

It looks like we have pretty good radios for the match, but that doesn't mean we can't screw up communications. When making calls, please press the "Push To Talk" button, pause, then clearly state who you need and where "RM to Stage xx for Calibration" or

“Mr. Fixit to Stage xx for broken cable.” Then wait for a response (just because you think you transmitted doesn’t mean the message was received). I don’t expect you to carry or monitor the radio on the stages, but see it as a way for you to call for help. If I need to communicate to you I will come to your location, not call you on the radio. When I show up on a stage I will normally try to communicate directly to/through the CRO if I have information to share, but there may be times when I just want to ask the scorekeeper how many shooters are left on the squad. Generally, I will always be watching what’s going on from a distance, and will not come onto your stage unless I have a reason to talk (called by you, info to share or questions to ask).

7) Manage Your Stage

We are in the time management business. Fast and Accurate applies to stage management as much as it does to shooting. Please maintain and manage your stage efficiently. Make sure that Steel Targets are adjusted properly to avoid Calibration challenges. A Range Equipment Failure due to improper reset is always the RO’s fault: activators need to be reset or checked by the RO’s, every time. Keep things moving, but don’t try to go so fast that you make the shooters feel rushed or you miss getting a call correct. Get the reset done: it’s better to reset steel or tape targets yourself than to stand next to an unrestored target bleating for pastors.

8) Written Stage Briefings

Read them the same way every time, by the same person, preferably the CRO. Do not add verbiage to the actual WSB. When the WSB is complete you can add some housekeeping info (“we will start scoring on the left side” or “we will reset the activator but need you to reset everything else”) but keep this to a minimum. Once the WSB is complete, activators demonstrated and questions answered, make sure you start a timer (do not allow extra-long walk-throughs).

9) Scoring

Make your most accurate call, use your overlays as needed, but don’t push the decision up the chain, (let the shooter do that if they don’t agree, and be cheerful about letting them). Do not pull a target for scoring unless we ask you to (better to score it where it was shot). If you plan to use split scoring, make sure to add that to your housekeeping comments after reading the WSB. Avoid scoring ahead, or while the shooter is still running the course of fire: all eyes should be on the shooter. Complete the paper back-up as you complete scoring each shooter (don’t transcribe a whole squad at once onto the back-up). Have the shooter Press “Approve” and initial the paper back-up, and be ready to take them to the shooter rather than standing and shouting for the shooter to come back to you (a customer service thing: try to avoid shouting at your customers).

10) Staff Day Shooting

The Staff Match is part of the match: we need to run and call it exactly the same way as we will during the main match. There is no “Staff Discount” for scoring or for BS reshoots. We need to be every bit as fair and accurate on the staff match as we are on the main match. Having said that, the staff match is our absolute last chance to ensure we haven’t missed anything in the match build: a potential shoot-through, an RO trap, a

WSB verbiage issue (or whatever). It's our last chance to correct issues rather than risk having to throw out a stage or reshoot a whole squad later on. Give each stage a critical review before you shoot it, but do not make changes without getting the RM (Germaine will be primary RM for Staff Match as I will be shooting, but I will still be available as needed).

11) Schedule

Have your stage ready to go at least 15-20 minutes before the scheduled start, and don't be afraid to read the WSB early if you have everybody present so that you can go hot on time. Beyond that it is up to the CRO's to decide what time you need to be present in order to be ready. Plan on following the published schedule unless we tell you different (don't try to get a "squad ahead" or make any other schedule changes).

Finally, as much as anything else I see my job as being there to help you. In addition to dealing with DQ's, tough calls and problem shooters, I may offer to take the timer or tablet if someone needs a break or so the CRO can read the WSB to the next squad if they are waiting. Please take this assistance as it is intended and not as a slam or criticism (but if you roll up on your stage 10 minutes before the match and you find me there by myself hanging targets, it may be best to avoid small talk).

Do not hesitate to reach out with questions, either before or during the match. My contact info is:

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