

PRESIDENT'S MESSAGE

CONFORMATION JUDGES' COMPENSATION SURVEY

Dr. Gerard C. Penta

Now and again, a new judge, a new group judge or a delegate judge considering a change of status, will ask about judging fees. Their question is usually something like, "What is the customary fee charged by judges with my level of judging approvals?" These folks are honestly seeking guidance in this matter so as to neither under charge nor over charge a kennel club that may wish to hire them. Unfortunately, when asked such questions, we can only fall back on our own limited knowledge of the judges and fees which we are aware of in our personal experience. If one has been a judge for some time and spoken to a number of other judges about this topic, a reasonably accurate answer can probably be given, but most of that will still be hearsay. Some judges are reluctant to discuss their fees, except with a show chair when discussing an assignment, so just asking around may not be comfortable or particularly accurate. One could ask show chairs, but that is like asking "what are others charging for the services that I am offering". The temptation may be to give an answer that is a little lower than what may actually be the case.

Given the above, in an attempt to arrive at a more objective assessment of customary fees, I put together the simple survey on Judges Compensation that you received recently. I am pleased to report that 318 responses were received in time to be included. This number represents a very significant sampling of our entire ADSJ membership. The following survey results should be helpful and of interest to all conformation dog show judges and show chairs. I should point out that the intent of the survey was to gain insight into the compensation of American conformation dog show judges. Therefore, delegates, obedience-only judges and foreign judges have been omitted from these calculations. Their inclusion would have significantly lowered these averages.

Speaking of averages, there are three statistical tools that are helpful. They are, the mean, the median and the mode. The mean may not be a fee that anyone would actually charge, but rather it is the average of all of the fees at a particular approval level. The median is the fee on the list of fees that is at the mid-point of the list. In other words, half of the fees are higher and half are lower. The mode is very useful as it expresses the fee that most often appears on a particular list of fees. It shows how fees in each category tend to cluster. The range simply shows the lowest to the highest fee in each approval level.

(see the box below)

Here are the three averages and the range for each of the group approval levels in dollars:

Approval Level	Mean	Median	Mode	Range
One Group	193.18	200.00	200.00	100-300
Two Groups	252.77	250.00	250.00	150-350
Three Groups	320.00	350.00	350.00	200-400
Four Groups	341.94	350.00	350.00	250-400
Five Groups	381.58	400.00	350.00	350-450
Six Groups	337.50	350.00	300.00	300-400

All Breed*	433.33	400.00	400.00	400-500
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*If Canadian Judges are included the results for this level would be:

	381.82	350.00	350.00	350-500
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Looking at the multiple-breed levels separately, we find the median and mode are the same for both levels, however, the range is wider for the 1-12 level.

1-12 breeds median: per dog including expenses

 mode: per dog including expenses

 range: no charge—\$200 plus expenses

12-42 breeds median: per dog including expenses

 mode: per dog including expenses

 range: expenses only—per dog plus expenses

(Ed. Note- The ADSJ has a request in to the AKC that no judge be assigned more than three groups without prior approval.)