

# US CPA and professional services salary guide

2024



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## Introduction

# Welcome to the Brewer Morris US CPA and professional services salary guide.

In this guide, we have provided salary benchmarking and typical bonus structures for public accounting professionals. We've also included some examples of our work across the US, to showcase how and where we can help you in your recruitment efforts or your own career. We hope that you find this both useful and insightful.

Our CPA and professional services team is built on years of experience and expertise. We focus on the placement of public accounting professionals within the practice areas of tax, audit, accounting, M&A advisory, assurance, client outsourced accounting/ business accounting services, transaction advisory and IT audit/cybersecurity. We support Managing Partners and talent acquisition teams on their recruitment at top ten CPA firms, top 300 firms, regional and boutique firms operating on an in office, hybrid or remote basis.

As part of our dedication to providing the best service to our clients and candidates, we have strategically hired in all five regions of the US.

We have team members in California, Washington, Colorado, Texas, Indiana, Ohio, Illinois, Florida, New Hampshire, New Jersey, New York, Connecticut and more. In 2023 we successfully recruited for clients in 31 of the 48 domestic states here in the US, from Associate to Partner level roles.

To discuss your recruitment needs, your career or the market in general please do reach out today.



**148** placements in  
31 states in 2023



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## Our 2023 track record | West Coast

### San José

**Tax Manager**  
USD 150,000  
Mid-size CPA firm

### Los Angeles

**Audit Senior**  
USD 95,000  
Top 25 CPA firm

**Tax Senior**  
USD 110,000  
Top 25 CPA firm

**Business Manager**  
USD 160,000  
National business  
management firm

**Tax Associate**  
USD 70,000  
National business  
management firm

### Portland

**Tax Associate**  
USD 80,000  
Boutique CPA firm

### San Rafael

**Audit Manager**  
USD 125,000  
Boutique CPA firm

### San Francisco

**Tax Manager**  
USD 145,000  
Mid-size CPA firm

### Seattle

**Tax Manager**  
USD 150,000  
Boutique CPA firm

**Tax Senior Manager**  
USD 205,000  
Mid-size CPA firm

### Orange County

**M&D Director**  
USD 325,000  
M&A advisory firm

### Anaheim

**Tax Partner**  
USD 310,000  
Mid-size CPA firm

### Irvine

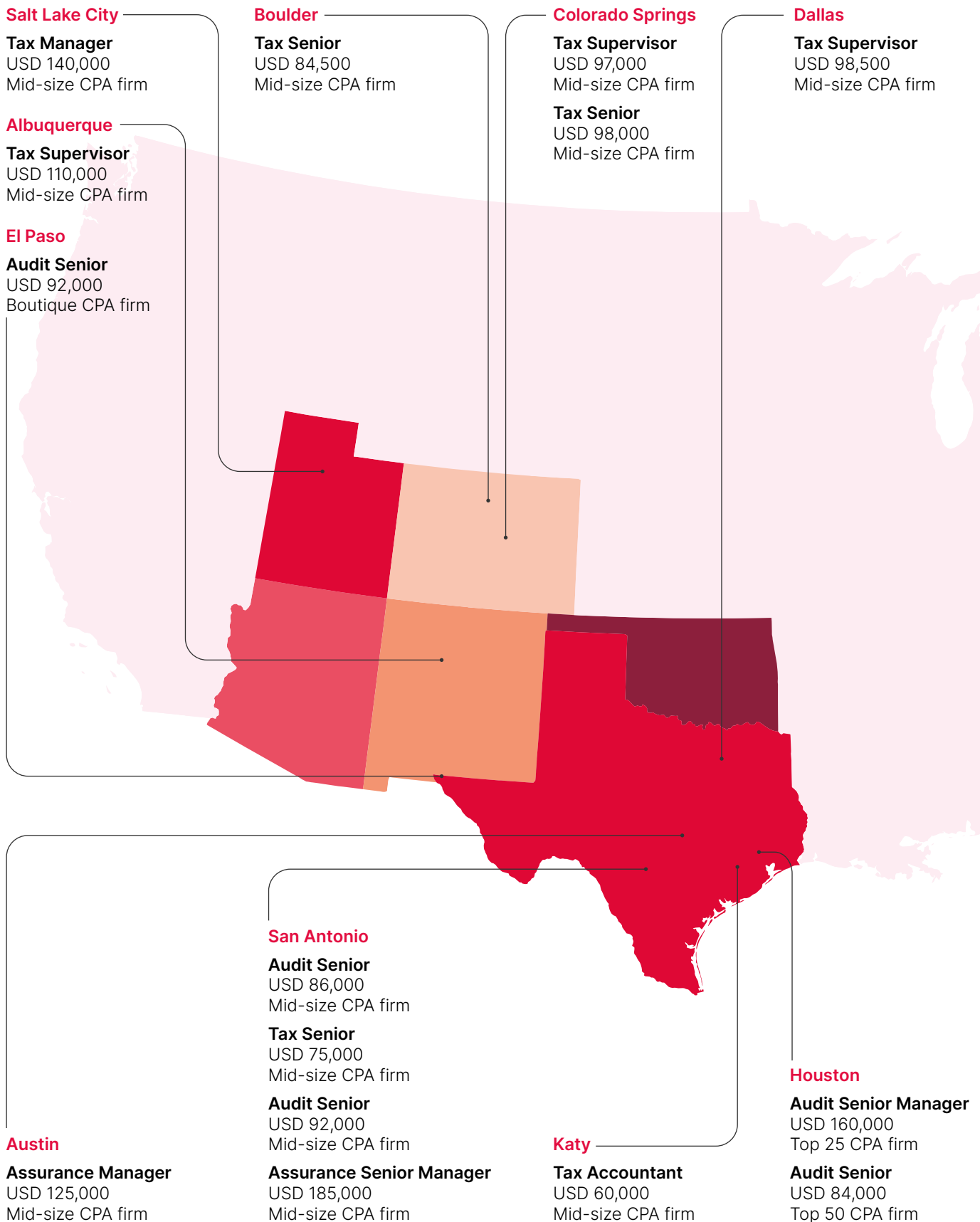
**Tax Senior**  
USD 90,000  
Mid-size CPA firm

**Tax Director**  
USD 220,000  
Top 100 CPA firm

### San Diego

**Tax Manager**  
USD 125,000  
Mid-size CPA firm

## Southwest



## Midwest

### Minneapolis

**Senior Tax Manager**

USD 156,000  
Top 200 firm

**Audit Manager**

USD 135,000  
Top 200 firm

**Tax Exp. Senior**

USD 105,000  
Top 200 firm

**Tax Senior**

USD 95,000  
Top 200 firm

### Indianapolis

**Tax Associate**

USD 70,000  
Mid-size firm

**Audit Associate**

USD 78,000  
Mid-size firm

**Audit Manager**

USD 120,000  
Mid-size firm

**Tax Senior**

USD 100,000  
Regional firm

**Audit Senior**

USD 85,000  
Regional firm

### Chicago

**Audit Associate**

USD 83,000  
Mid-size firm

**Audit Manager**

USD 120,000  
Regional firm

**Tax Senior**

USD 85,000  
Mid-size firm

### St. Louis

**Assurance Manager**

USD 140,000  
Mid-size firm

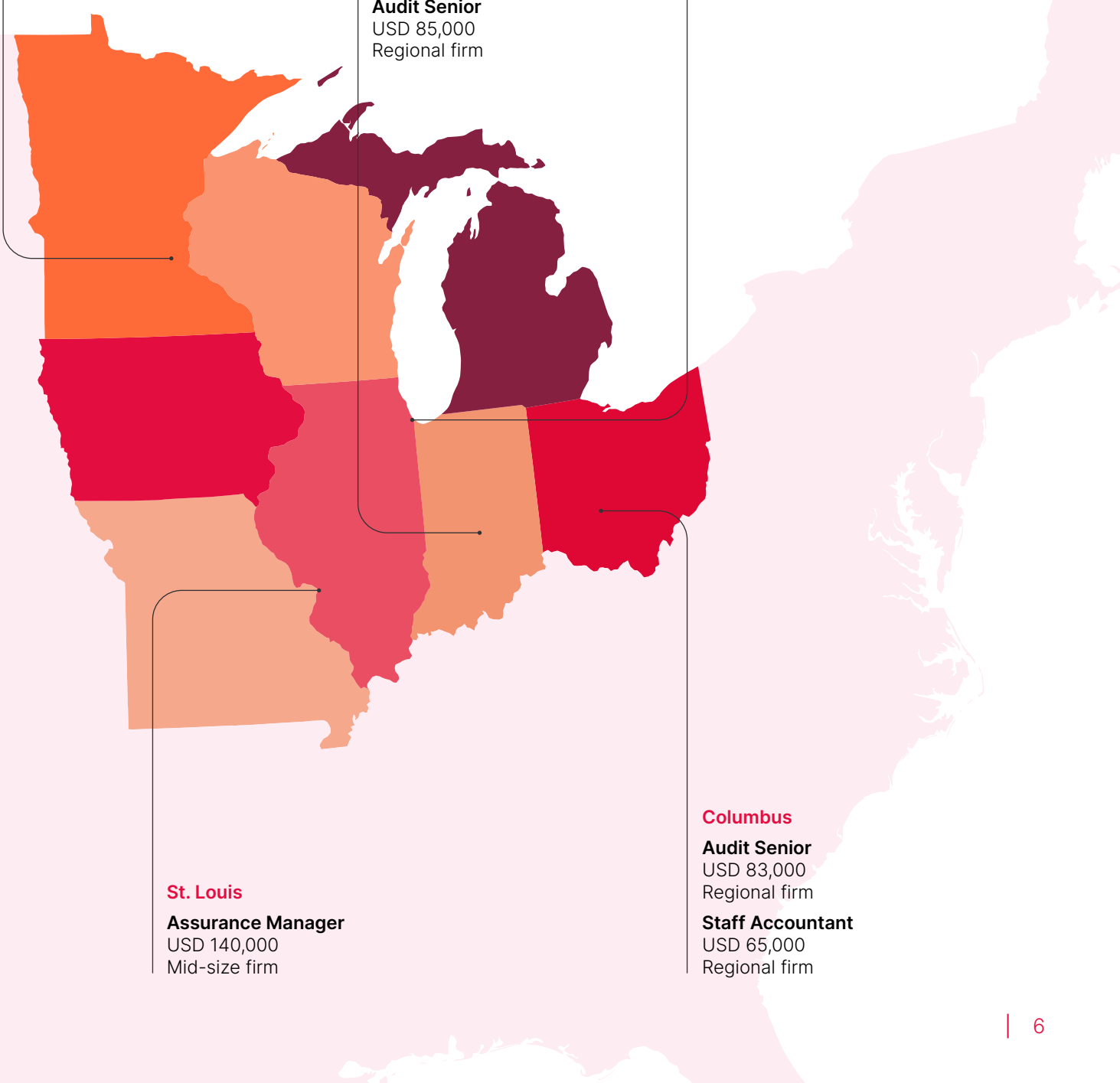
### Columbus

**Audit Senior**

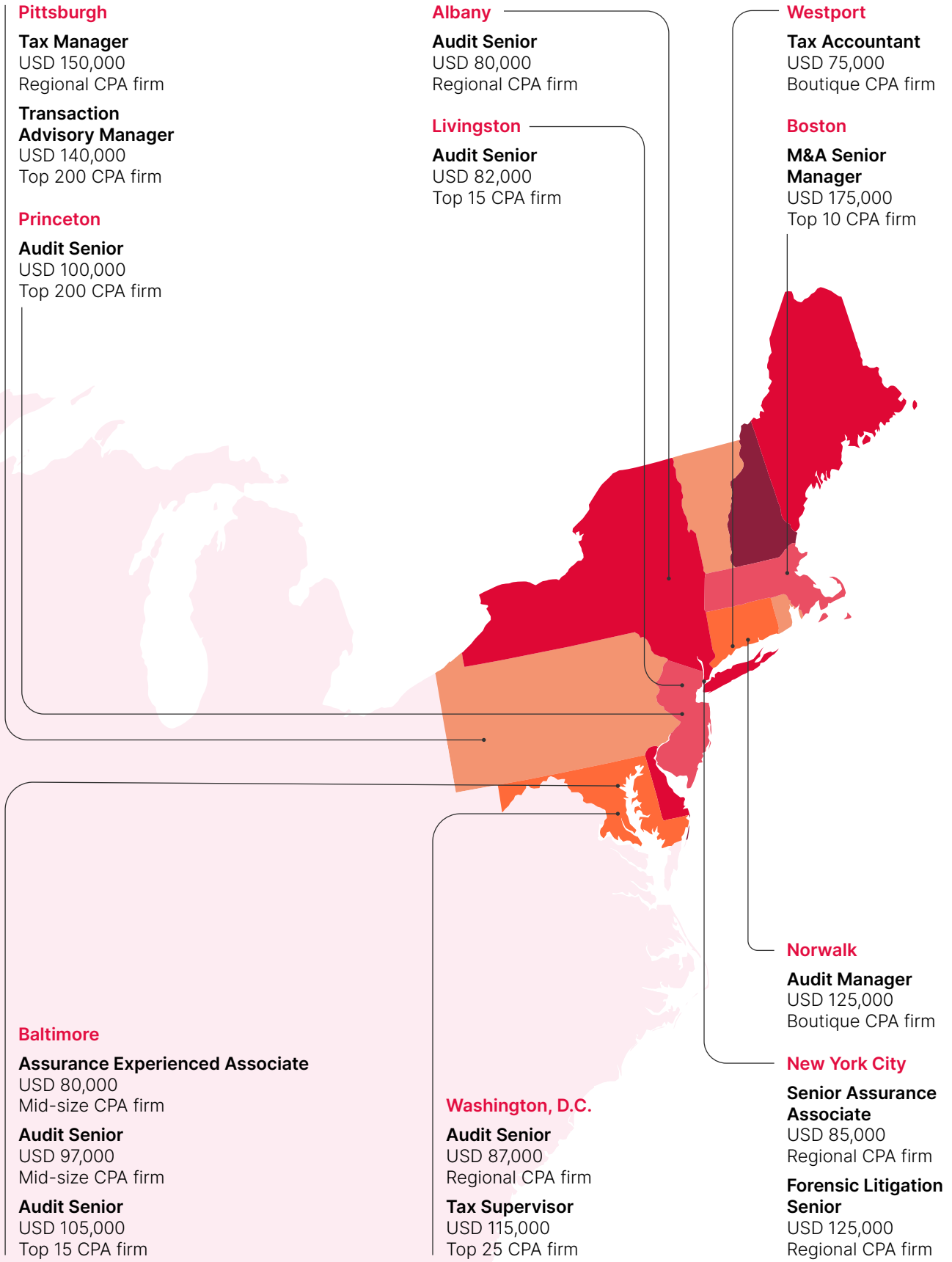
USD 83,000  
Regional firm

**Staff Accountant**

USD 65,000  
Regional firm



# Northeast





# Southeast

## Memphis

### Tax Senior Associate

USD 75,000  
Regional CPA firm

## Shreveport

### Tax Senior

USD 85,000  
Top 100 CPA firm

## Louisville

### Transaction Advisory Senior Associate

USD 85,000  
Top 200 CPA firm

## Chattanooga

### Senior Tax Manager

USD 120,000  
Top 300 CPA firm

## Nashville

### Executive Assistant

USD 80,000  
Top 5 business management firm

### Senior Staff Accountant

USD 82,500  
Top 5 business management firm

### Tax Senior Manager

USD 145,000  
Top 150 CPA firm

### Senior Tax Accountant

USD 95,000  
Top 5 Business Management firm

### Tax Senior

USD 95,000  
Top 50 CPA firm

## Atlanta

### Tax Senior Associate

USD 75,000  
Top 100 CPA firm

### CAS Senior

USD 90,000  
Top 125 CPA firm

### Tax Senior Manager

USD 160,000  
Top 10 CPA firm

## Charlotte

### Audit Senior Associate

USD 80,000  
Top 200 CPA firm

## Chapel Hill

### Tax Senior Associate

USD 100,000  
Regional CPA firm

## Tampa

### Tax Senior Associate

USD 80,000  
Boutique CPA firm

## Orlando

### Staff Auditor

USD 75,000  
Top 10 CPA firm

### Tax Manager

USD 135,000  
Top 25 CPA firm

### Audit Senior Associate

USD 80,000  
Top 25 CPA firm

## West Palm Beach

### Audit Manager

USD 150,000  
Mid-size CPA firm

## Fort Lauderdale

### Tax Senior Associate

USD 100,000  
Top 10 CPA firm

## Miami

### Tax Supervisor

USD 105,000  
Top 100 CPA firm

### M&A FDD

### Senior Manager

USD 175,000  
M&A firm



## Typical salary structures

Regular base and % bonus (depending on level) 3-10% all based on management review



Base and OT paid (calculation of hours worked multiplied by hourly wage)



Base and OT paid (calculation of hours worked multiplied by time and half)



Base and tiered structure of billable hours



## Salary benchmarking

### Tax and audit

Experience	Average salary (USD)	Top 25 CPA firm	Top 300 CPA firm	Regional/boutique CPA firm
Entry level graduate	50,000-65,000	65,000-72,000	57,500-62,500	50,000-55,000
First year Associate	55,000-75,000	70,000-80,000	65,000-75,000	52,500-60,000
Senior	75,000-100,000	85,000-100,000	80,000-90,000	75,000-85,000
Supervisor	90,000-110,000	100,000-115,000	95,000-105,000	90,000-100,000
Manager	105,000-140,000	125,000-145,000	115,000-130,000	105,000-120,000
Senior Manager	145,000-180,000	150,000-180,000	145,000-165,000	125,000-145,000
Managing Director/ Principal	225,000-400,000	300,000-400,000	300,000-225,000	190,000-250,000

### Back-office support: Bookkeeper/Staff Accountant/Client Outsourced Accountant

Experience	Average salary (USD)	Top 25 CPA firm	Top 300 CPA firm	Regional/boutique CPA firm
Entry level graduate	60,000	65,000-85,000	50,000-60,000	45,000-52,500

### Executive Assistant

Experience	Average salary (USD)	Top 25 CPA firm	Top 300 CPA firm	Regional/boutique CPA firm
Entry level graduate	75,000	80,000-100,000	60,000-75,000	50,000-60,000

### Administrative Assistant

Experience	Average salary (USD)	Top 25 CPA firm	Top 300 CPA firm	Regional/boutique CPA firm
Entry level graduate	55,000	65,000-85,000	50,000-65,000	35,000-45,000

## About Brewer Morris

We're a trusted tax, treasury and senior finance search and recruitment consultancy.

Through integrity, flexibility, specialist expertise and always delivering results, we've built lasting relationships with professionals and businesses.

We work with professionals at every level, connecting them with small and medium sized enterprises and multinational businesses in every industry.

We are part of The SR Group, a fast-growing and hugely successful collection of specialist search and recruitment consultancies covering everything from tax, treasury and senior finance, as well as legal, risk and compliance to marketing, sales, HR and IT.



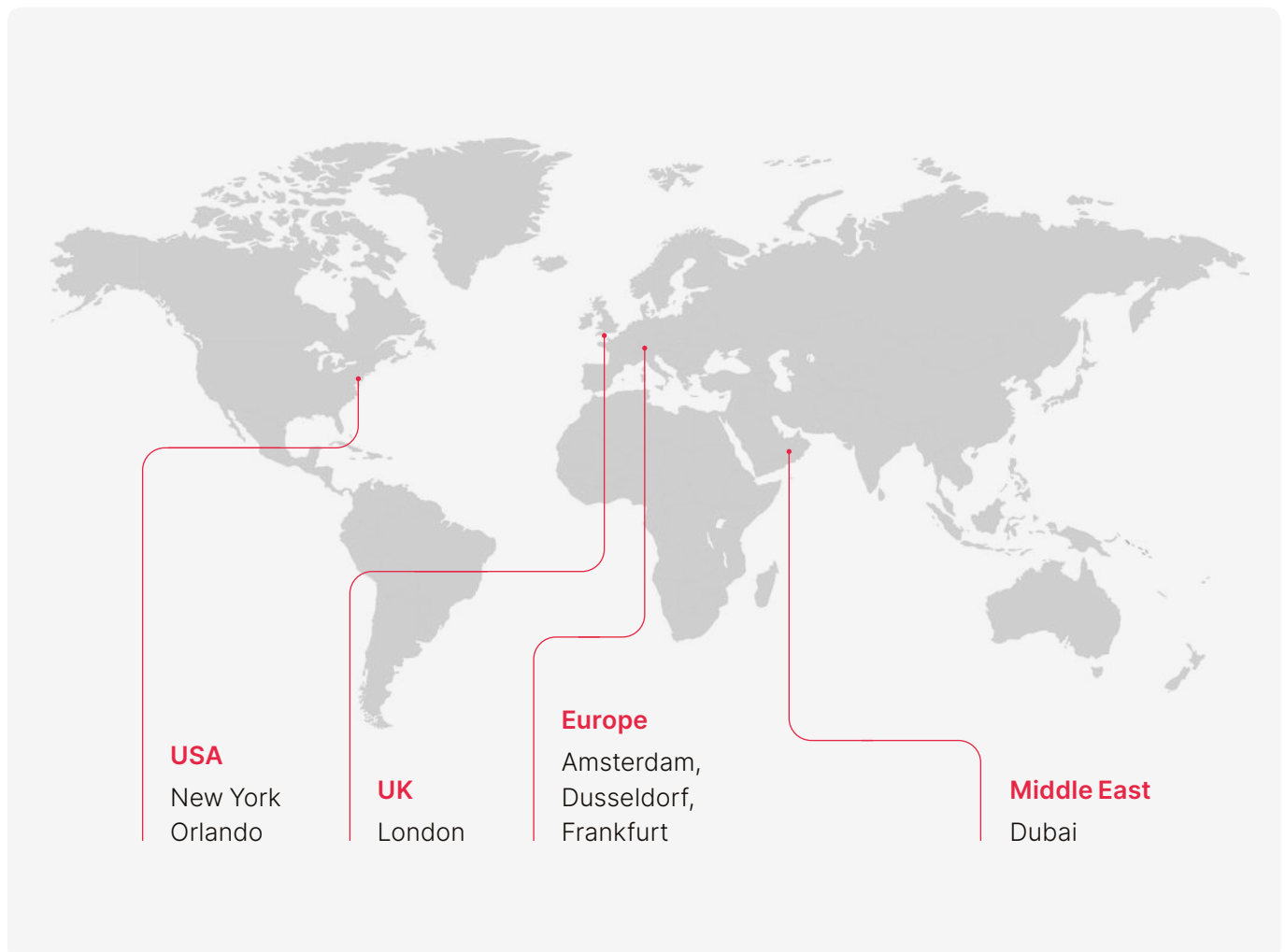
## A global market leader

We're a leading global recruiter of tax, treasury and senior finance professionals.

Through our expert teams across Europe, the Middle East and North America, we recruit all over the world – digging deeper and looking further in your search for talent.

Our global reach has also helped us to build a network of more than 25,000 tax, treasury and senior finance specialists across all continents.

So, whether you're expanding internationally or simply looking for the right specialist where you're based, we'll leave no stone unturned to ensure you get the results you desire.



## Get in touch

Ready to speak to one of our expert consultants? Whether you're in urgent need of hiring support or want to discuss longer term plans, we'd love to hear from you.

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