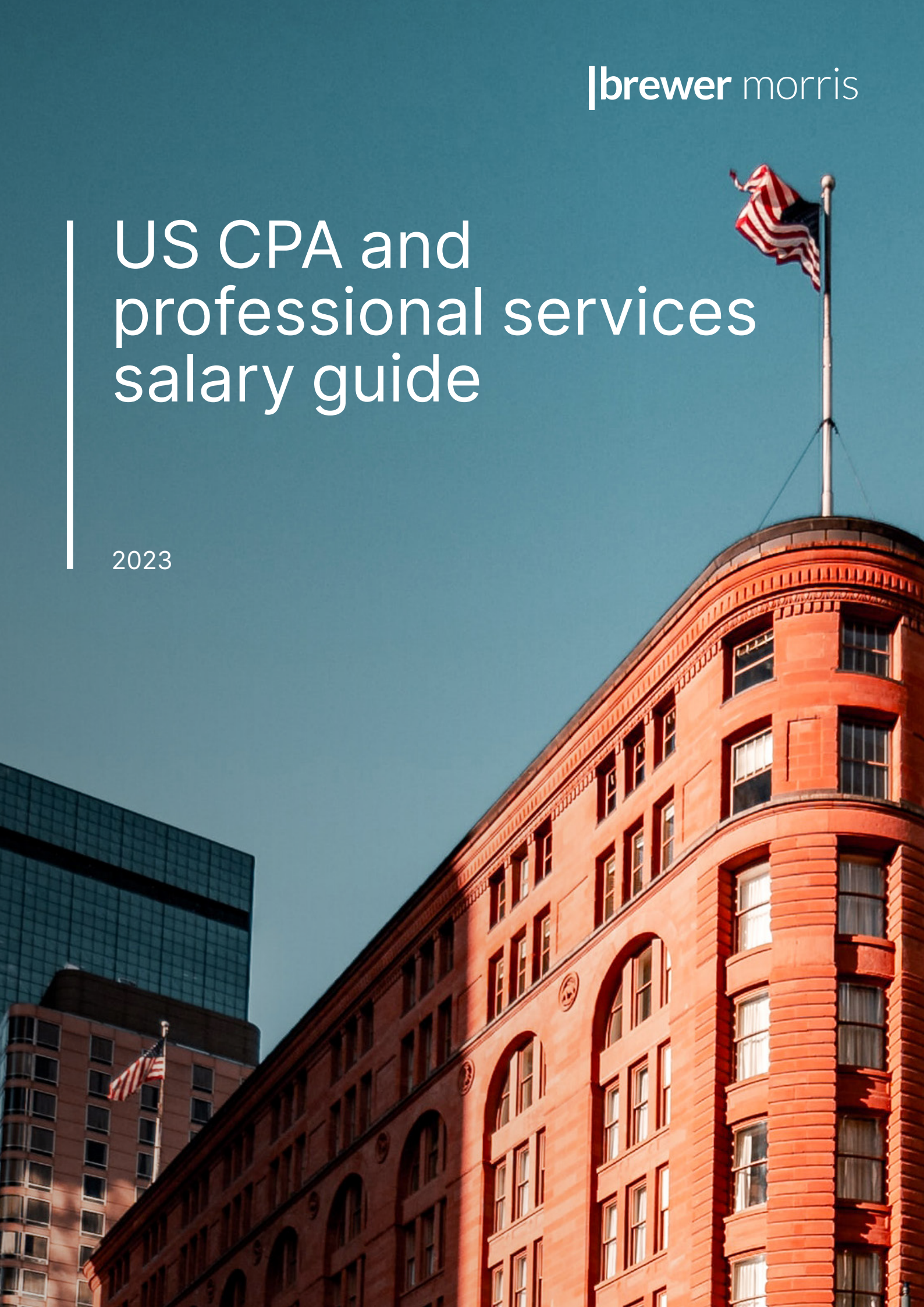


US CPA and professional services salary guide

2023



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Introduction

Welcome to the Brewer Morris US CPA and professional services salary guide. This is the first time we have produced this report in the US and hope that this provides useful insight into the market and salary trends.

While this may be the first edition of our US salary guide, our team in the US is built on years of experience and expertise across the CPA and professional services tax and audit talent market.

Brewer Morris was formed in 1987 in the UK as one of the first recruitment consultancies to focus exclusively on tax, treasury and senior finance executive recruitment. As part of The SR Group, we have expanded our reach globally, and have become one of the largest CPA and professional services recruitment teams in the US.

The Brewer Morris CPA and professional services team focuses on the placement of public accounting professionals within the practice areas of tax, audit, assurance, risk advisory, client outsourced accounting/business accounting services, transaction advisory, M&A and IT audit/cybersecurity. We have supported Managing Partners and talent acquisition from top ten CPA firms, top 300 firms, regional and boutique firms operating on an in office, hybrid, or remote basis.

Our team comprises of 15 specialist recruitment professionals organized into five different regions located in the northeast, southeast, southwest, midwest and west coast.

We have team members in California, Washington, Colorado, Texas, Indiana, Ohio, Illinois, Florida, New Jersey, New York and Connecticut.

Our team has hired for clients in 27 of the 48 domestic states here in the US in 2022, across associate level to director level roles, with compensation ranges from USD 47,500 to USD 500,000+.



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Our 2022 track record | West coast

San Jose

Senior Tax Manager

USD 140,000
Boutique CPA firm

Tax Associate

USD 75,000
Boutique CPA firm

Los Angeles

Senior Bookkeeper

USD 67,500
Midsize CPA firm

Business Manager

USD 160,000
Top five business
management firm

Audit Senior

USD 90,000
Top 25 CPA firm

Senior Project Manager

USD 240,000
Top five business
management firm

Senior Tax

USD 90,000
Midsize CPA firm

Staff Accountant

USD 83,000
Top five business
management firm

Senior Tax Associate

USD 88,000
Top five business
management firm

Tax Senior Accountant

USD 75,000
Midsize CPA firm

Assurance Senior Associate

USD 90,000
Top 25 CPA firm

Tax Administrator

USD 80,000
Top five business
management firm

Tax Senior

USD 72,000
Top five business
management firm

Irvine

Senior Assurance Associate

USD 90,000
Top 25 CPA firm

Portland

Staff Tax Accountant

USD 70,000
Boutique CPA firm

Tax Senior

USD 80,000
Boutique CPA firm

Medford

Tax Senior

USD 80,000
Boutique CPA firm

Seattle

Senior Manager M&A

USD 200,000
Boutique CPA firm

San Diego

Tax Senior

USD 100,000
Top 225 CPA firm

Tax Associate

USD 68,000
Top 175 CPA firm

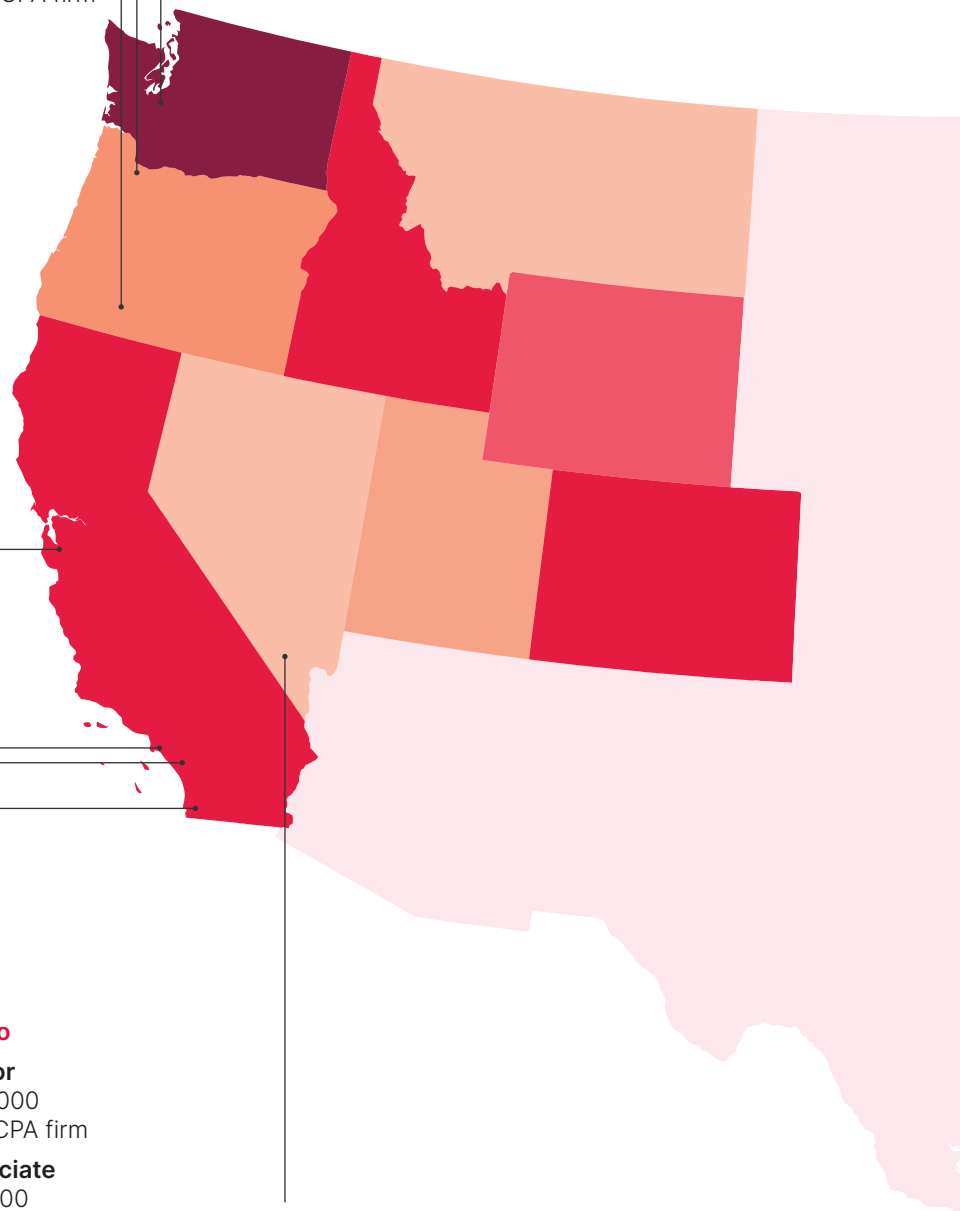
Audit Senior

USD 83,000
Top 175 CPA firm

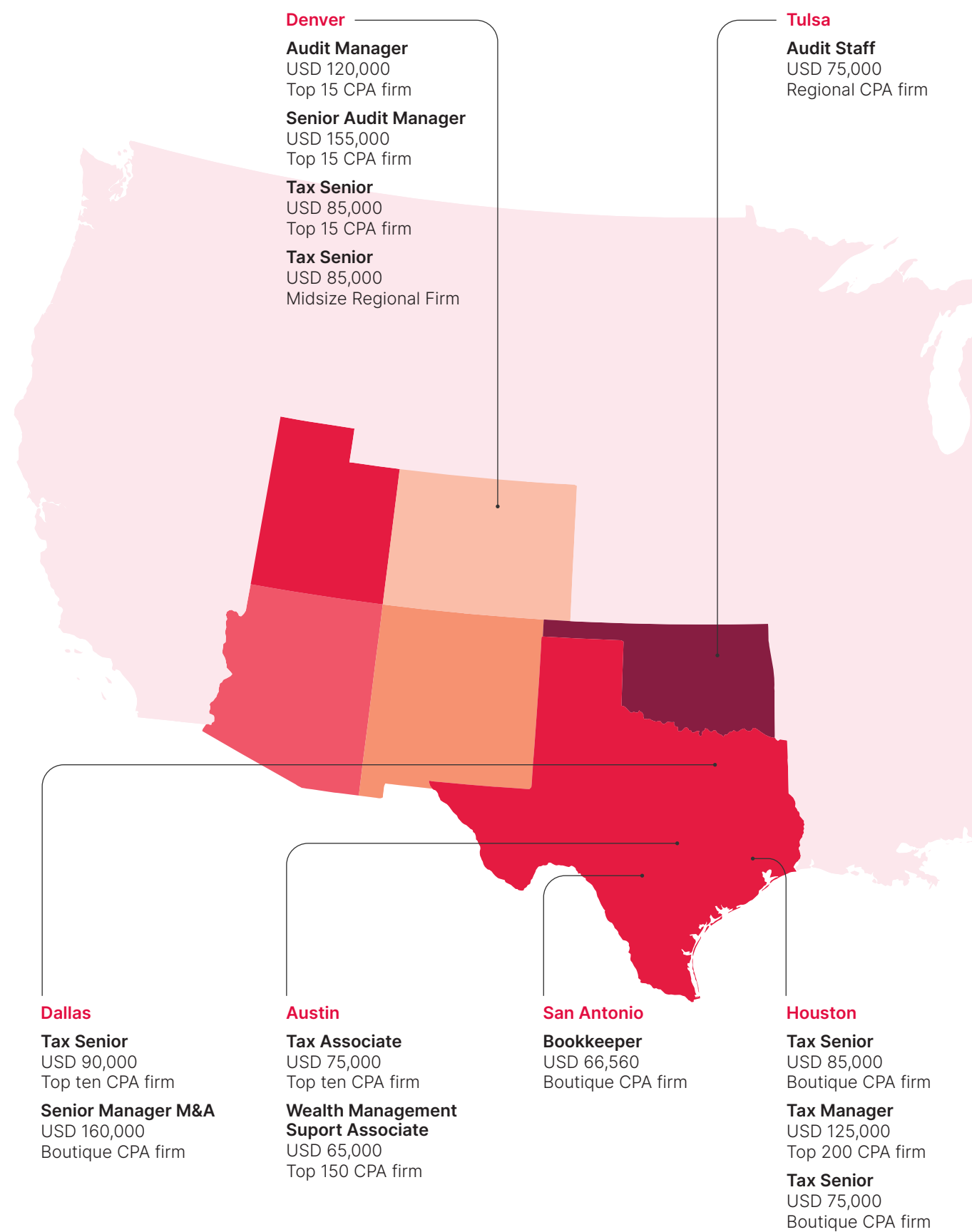
Las Vegas

Tax Senior Manager

USD 148,000
Top 100 CPA firm



Southwest



Midwest and northeast

Akron

Audit Senior
USD 85,000
Top 250 CPA firm

**Transaction
Advisory
Manager**
USD 140,000
Top 250 CPA firm

Indianapolis

Tax Senior
USD 75,000
Top 200 CPA firm

Pittsburgh

Tax Associate
USD 58,500
Midsize CPA firm

Tax Associate
USD 53,000
Top five business
management firm

Audit Senior
USD 95,000
Top 60 CPA firm

Audit Senior
USD 80,000
Top 60 CPA firm

Albany

Staff Accountant
USD 80,000
Boutique CPA firm

Boston

Senior Manager M&A
USD 175,000
Boutique CPA firm

Audit Senior Manager
USD 175,000
Top 25 CPA firm

Providence

Assurance Associate
USD 72,500
Top 25 CPA firm

Westport

Tax Senior Manager
USD 220,000
Family office

West Haven

**Assurance Senior
Associate**
USD 95,000
Top 25 CPA firm

Fairfield

Tax Senior
USD 80,000
Top 200 CPA firm

Long Island

Tax Senior
USD 95,000
Top 25 CPA firm

Brooklyn

Tax Supervisor
USD 110,000
Top 25 CPA firm

New York City

Tax Supervisor
USD 110,000
Top 25 CPA firm

Annapolis

Staff Auditor
USD 70,000
Regional CPA firm

Washington, D.C.

Audit Supervisor
USD 88,000
Top 80 CPA firm

Audit Supervisor
USD 125,000
Top 25 CPA firm

Southeast

Birmingham

Audit Manager
USD 115,000
Top 75 CPA firm

New Orleans

Audit Senior
USD 80,000
Top 175 CPA firm

Lafayette

Bookkeeper
USD 47,500
Midsize CPA firm

Greenwood

Tax Senior
USD 87,500
Top 200 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 five business
management firm

**Senior Staff
Accountant**
USD 82,500
Top five business
management firm

Tax Senior Manager
USD 145,000
Top 150 CPA firm

**Senior Tax
Accountant**
USD 95,000
Top five business
management firm

Tax Senior
USD 95,000
Top 50 CPA firm

Atlanta

Tax Manager
USD 120,000
Top 175 CPA firm

Tax Manager
USD 140,000
Top 25 CPA firm

Tax Associate
USD 72,000
Top ten CPA firm

Charlotte

SALT Tax Senior
USD 85,000
Top 60 CPA firm

Chapel Hill

Bookkeeper
USD 65,000
Boutique CPA firm

Jacksonville

Senior Auditor
USD 80,000
Top 175 CPA firm

Tampa

Bookkeeper
USD 60,000
Top 200 CPA firm

Sarasota

Tax Senior Manager
USD 135,000
Boutique CPA firm

West Palm Beach

Audit Associate
USD 55,000
Boutique CPA firm

Fort Lauderdale

Bookkeeper
USD 65,000
Top 200 CPA firm

Miami

Audit Staff
USD 70,000
Top 25 CPA firm

Typical bonus 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 (USD)	Top 300 CPA firm (USD)	Regional/boutique CPA firm (USD)
Entry level graduate	57,500	65,000 - 72,000	57,500 - 62,500	50,000 - 55,000
First year associate	65,000	70,000 - 80,000	65,000 - 75,000	52,500 - 60,000
Senior	82,500	85,000 - 100,000	80,000 - 90,000	75,000 - 85,000
Supervisor	105,000	100,000 - 115,000	95,000 - 105,000	90,000 - 100,000
Manager	130,000	125,000 - 145,000	115,000 - 130,000	105,000 - 120,000
Senior manager	175,000	150,000 - 180,000	145,000 - 165,000	125,000 - 145,000
Managing director/ principal	185,000	175,000 - 230,000	160,000 - 190,000	140,000 - 160,000

Back-office support: Bookkeeper/staff accountant/client outsourced accountant

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

Executive assistant

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

Administrative assistant

Average salary (USD)	Top 25 CPA firm (USD)	Top 300 CPA firm (USD)	Regional/boutique CPA firm (USD)
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 and HR.



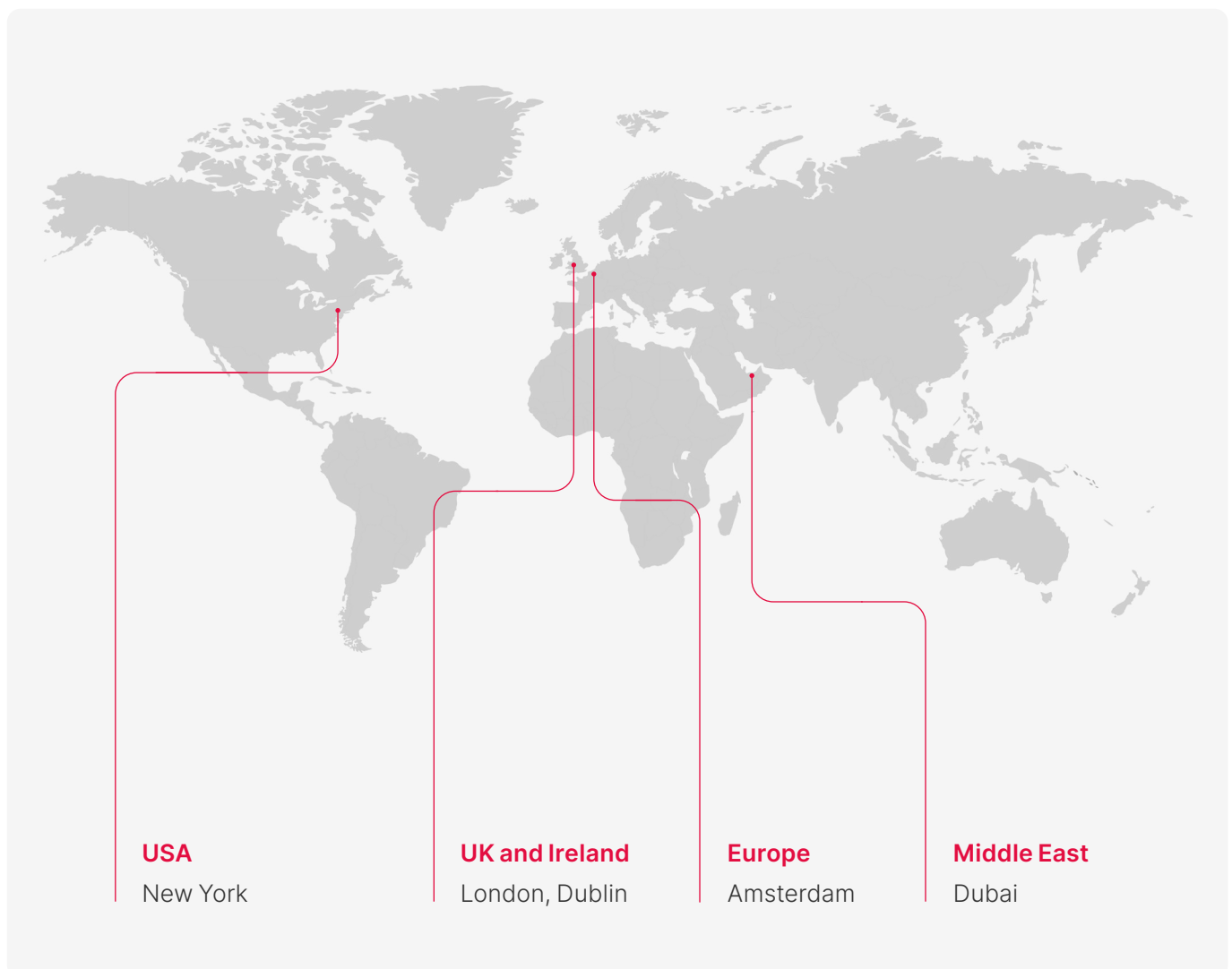
A global market leader

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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