

|sr staffing

CPA and professional services salary guide United States

2025

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Introduction

Welcome to the SR Staffing CPA and professional services salary guide.

In 2024, the SR Staffing, formerly the Brewer Morris US CPA recruitment team, demonstrated success in matching top-tier accounting professionals with new opportunities across 31 states. Through our dedicated efforts, we have placed 114 candidates in roles spanning various levels of seniority, including Partners, Principals, Directors, Senior Managers, Managers, Supervisors, and Senior Associates. These placements encompass key practice areas such as tax, audit, outsourced accounting, and M&A.

Our 2025 CPA Salary Guide reflects the insights gathered from these successful placements, offering a comprehensive overview of salary trends and market dynamics within the accounting profession. As we continue to navigate the evolving landscape of the accounting industry, this guide serves as an essential resource for both employers seeking to attract top talent and professionals aiming to benchmark their compensation expectations.



114 placements in 31 states in 2024



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Our 2024 track record | West Coast

San Francisco

Tax Manager
USD 145,000
Mid-size CPA firm

Tax Manager
USD 140,000
Boutique CPA Firm

San José

Tax Manager
USD 150,000
Mid-size CPA firm

Hollywood

Tax Supervisor
USD 140,000
Family Office/Business Management 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

Anaheim

Tax Partner
USD 390,000
Mid-size CPA firm

Irvine

Tax Senior
USD 90,000
Mid-size CPA firm

Tax Director
USD 220,000
Top 100 CPA firm

Audit Partner
USD 300,000
Mid-size CPA firm

Audit Senior
USD 95,000
Mid-size CPA firm

Portland

Tax Associate
USD 80,000
Boutique CPA firm

Tax Supervisor
USD 105,000
Top 100 CPA Firm

SALT Tax Senior
USD 85,000
Top 100 CPA Firm

San Rafael

Audit Manager
USD 125,000
Boutique 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

San Diego

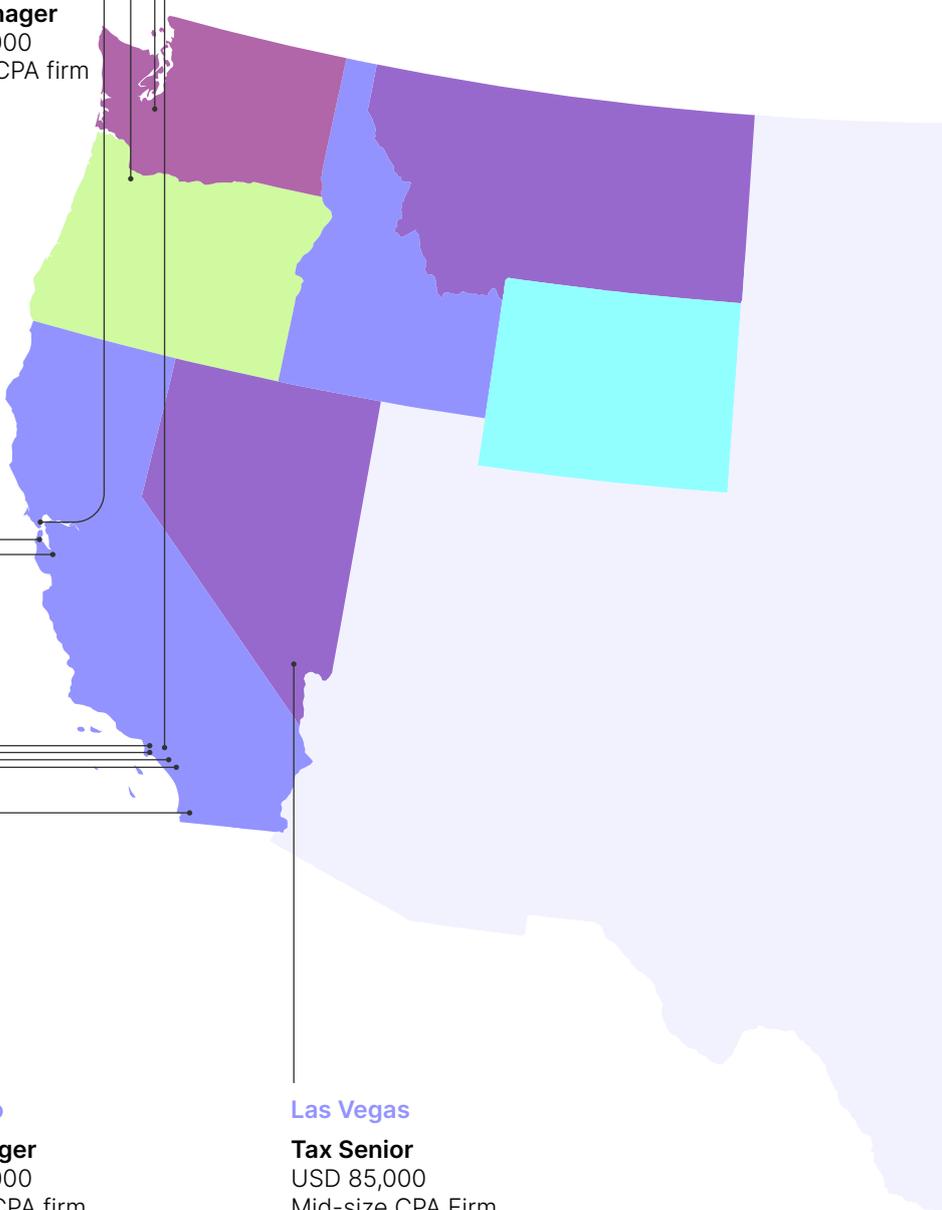
Tax Manager
USD 125,000
Mid-size CPA firm

Tax Senior
USD 92,000
Top 300 CPA Firm

Las Vegas

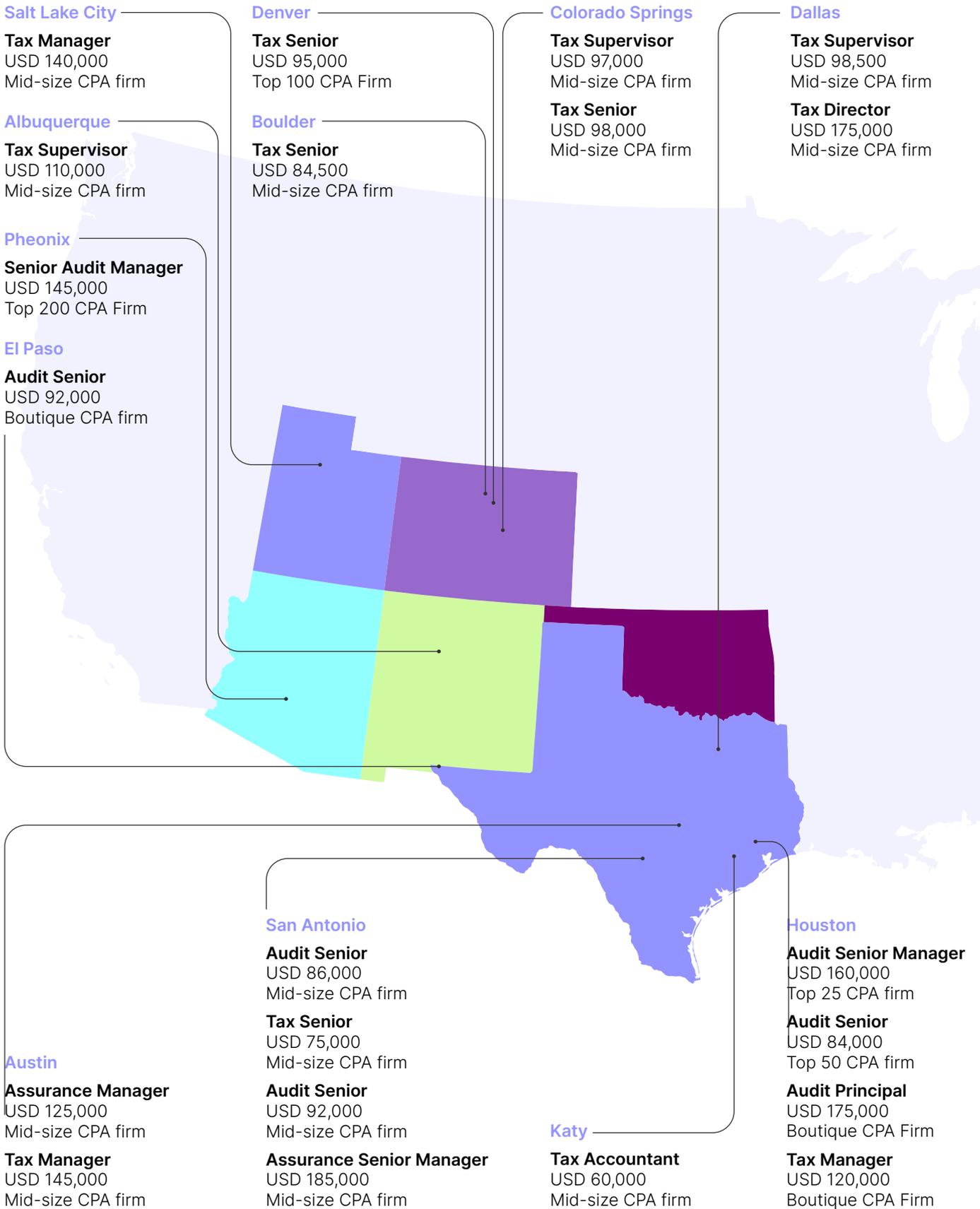
Tax Senior
USD 85,000
Mid-size CPA Firm

Audit Senior Manager
USD 150,000
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 Manager**
USD 132,500
Top 200 CPA firm
- Tax Senior**
USD 95,000
Top 200 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
- Tax Senior**
USD 85,000
Top 300 CPA 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
- Audit Manager**
USD 135,000
Boutique CPA Firm

Ann Arbor

- Assurance Senior**
USD 100,000
Top 300 CPA Firm

Cleveland

- Audit Manager**
USD 135,000
Mid-size CPA Firm

Madison

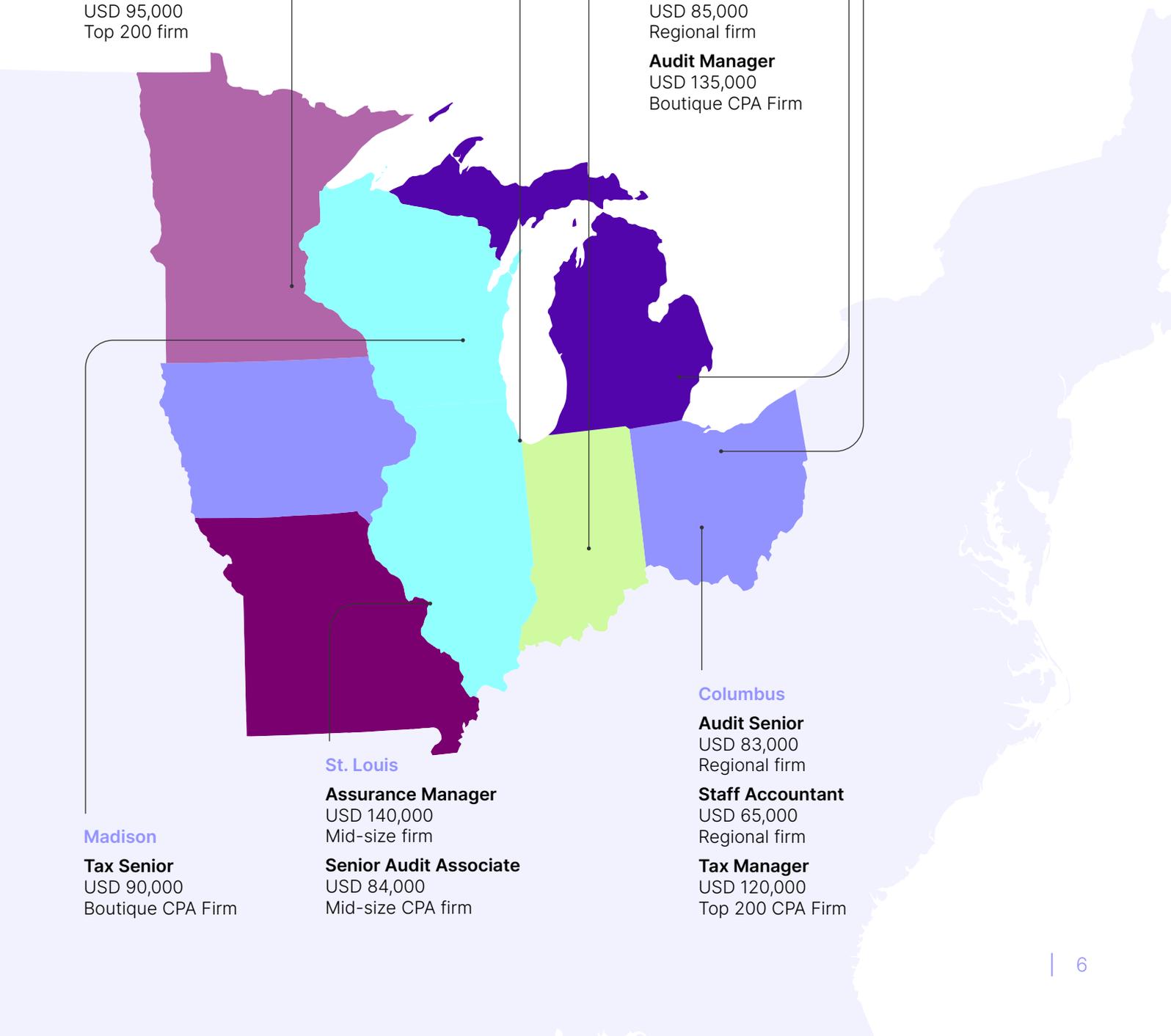
- Tax Senior**
USD 90,000
Boutique CPA Firm

St. Louis

- Assurance Manager**
USD 140,000
Mid-size firm
- Senior Audit Associate**
USD 84,000
Mid-size CPA firm

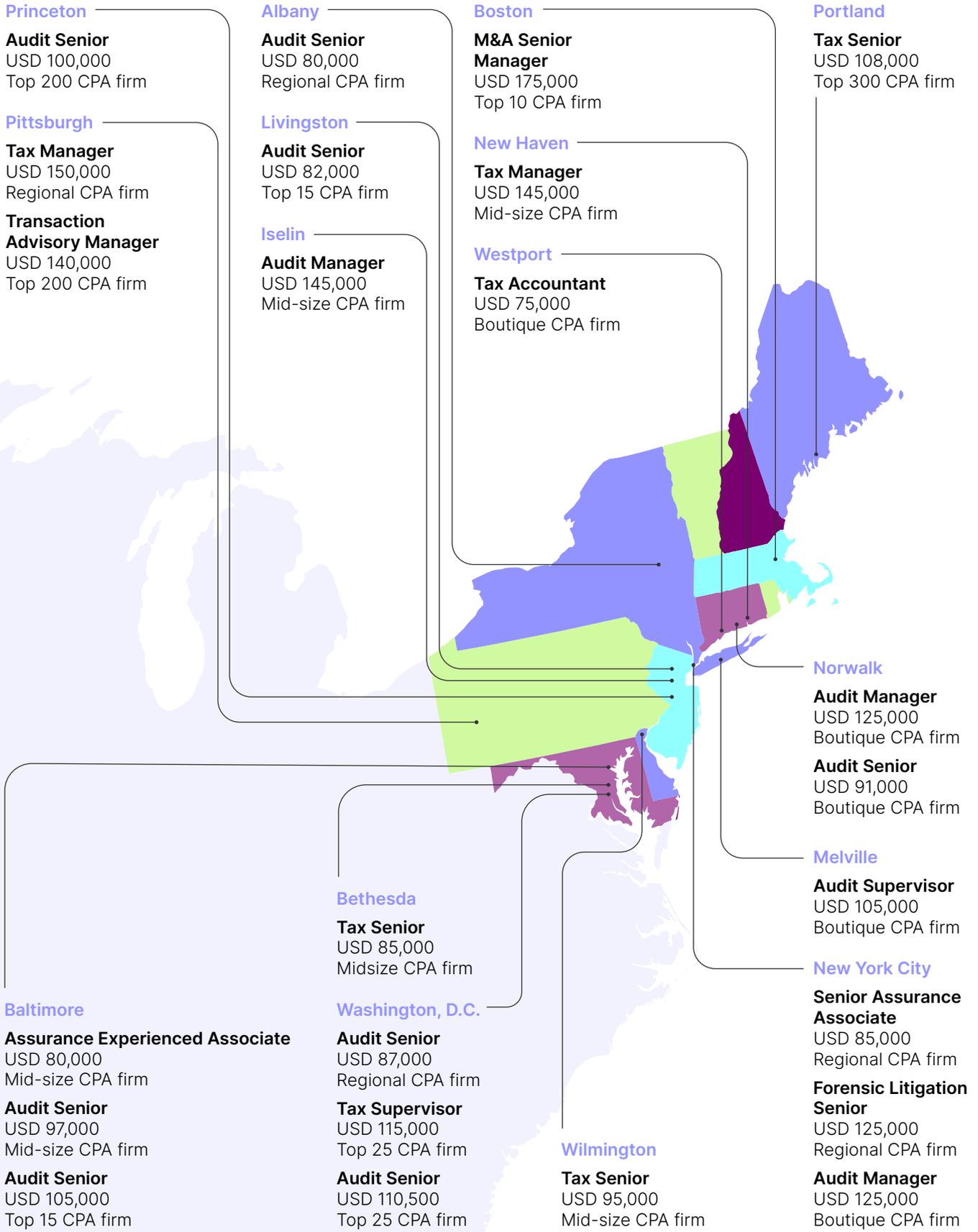
Columbus

- Audit Senior**
USD 83,000
Regional firm
- Staff Accountant**
USD 65,000
Regional firm
- Tax Manager**
USD 120,000
Top 200 CPA Firm



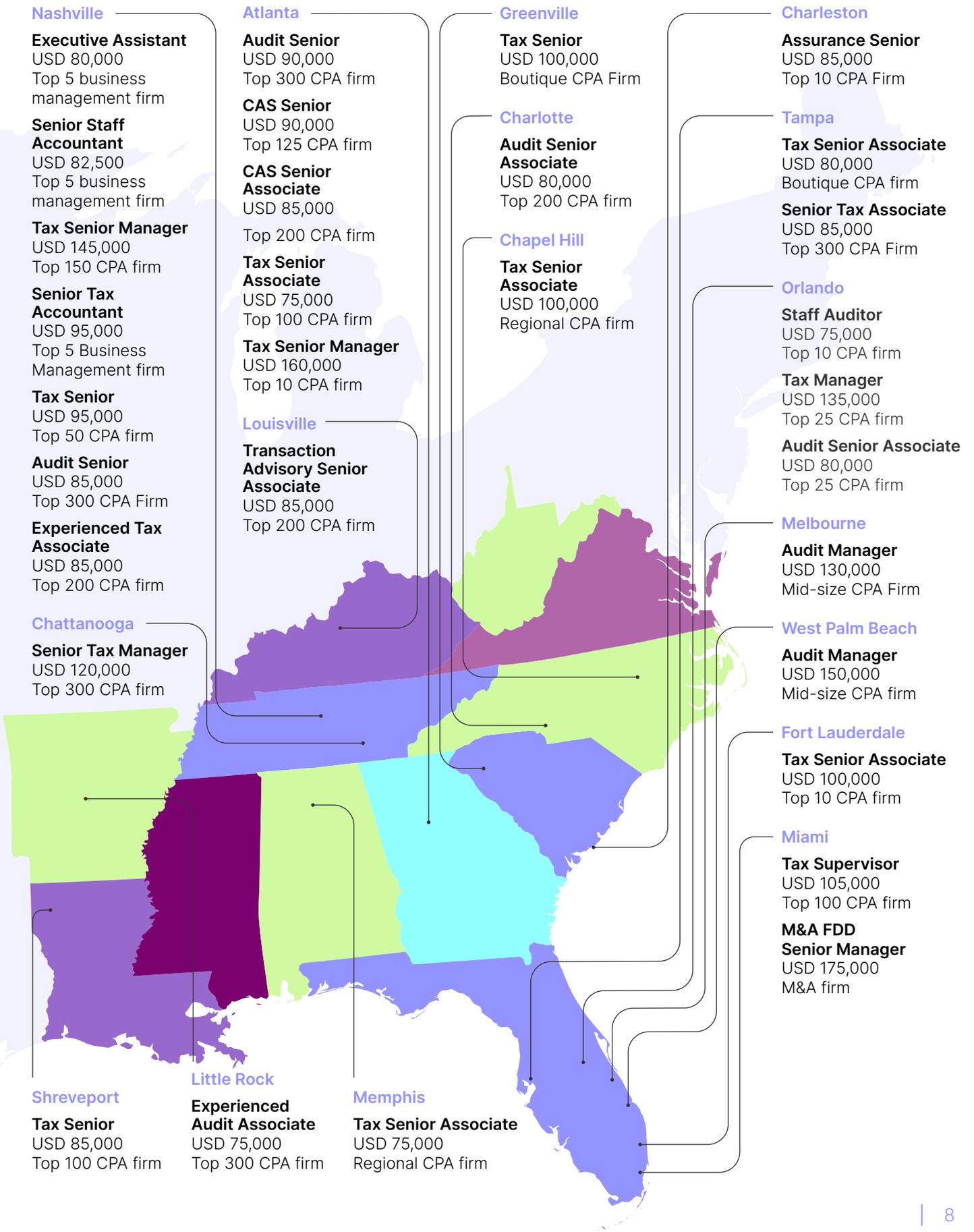


Northeast





Southeast





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	275,000 - 350,000	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 SR Staffing

We're a forward-thinking firm, redefining how top talent is hired for business support and sales roles.

SR Staffing is a recruitment business that focuses on placing skilled business support and sales professionals with great organizations. We consistently put their candidates needs first and take the time to understand their niche requirements.

With recruiters in over 20 states, SR Staffing's national team provide local and personal support to individuals and organizations.



