

2011

ROBERT HALF SALARY GUIDE

PUBLIC ACCOUNTING

What Kind of Compensation Can I Expect in the Accounting Profession?

Becoming a CPA may be one of the most challenging career tracks but it is also one of the most rewarding. Take a look at the latest salaries for both public and corporate professionals from the *2011 Robert Half Salary Guide*.

To customize these national salaries for Massachusetts, multiply the salary amount by the index 1.32 for Boston and .96 for Springfield.

Large Firms = 250 + million in sales

Midsized Firms = \$25 million to \$250 million in sales

Small Firms = up to \$25 million in sales

| Title/Experience | 2010 | 2011 | % Change |
|--|-----------------------|-----------------------|----------|
| Tax Services-Large Firms | | | |
| Senior Manager/Director | \$104,500 - \$160,750 | \$107,500 - \$167,250 | 3.6% |
| Manager | \$84,500 - \$113,250 | \$86,750 - \$117,500 | 3.3% |
| Senior | \$67,750 - \$87,250 | \$69,750 - \$90,500 | 3.4% |
| 1 to 3 Years | \$55,250 - \$70,000 | \$56,250 - \$72,500 | 2.8% |
| Up to 1 Year | \$49,000 - \$59,750 | \$50,000 - \$61,250 | 2.3% |
| Tax Services-Midsized Firms | | | |
| Senior Manager/Director | \$93,000 - \$137,500 | \$96,500 - \$143,000 | 3.9% |
| Manager | \$77,750 - \$100,000 | \$80,000 - \$104,000 | 3.5% |
| Senior | \$60,750 - \$79,000 | \$63,000 - \$82,250 | 3.9% |
| 1 to 3 Years | \$50,500 - \$62,750 | \$51,500 - \$64,500 | 2.4% |
| Up to 1 Year | \$43,000 - \$52,750 | \$44,250 - \$54,500 | 3.1% |
| Tax Services-Small Firms | | | |
| Senior Manager/Director | \$84,250 - \$113,250 | \$85,500 - \$116,500 | 2.3% |
| Manager | \$69,500 - \$87,750 | \$70,750 - \$90,250 | 2.4% |
| Senior | \$54,500 - \$69,750 | \$55,500 - \$71,500 | 2.2% |
| 1 to 3 Years | \$45,750 - \$56,750 | \$46,250 - \$58,250 | 2.0% |
| Up to 1 Year | \$41,250 - \$49,000 | \$41,500 - \$50,250 | 1.7% |
| Audit/Assurance Services-Large Firms | | | |
| Senior Manager/Director | \$103,000 - \$160,500 | \$105,250 - \$165,000 | 2.6% |
| Manager | \$83,250 - \$112,500 | \$86,000 - \$117,000 | 3.7% |
| Senior | \$66,750 - \$85,750 | \$68,500 - \$88,750 | 3.1% |
| 1 to 3 Years | \$55,500 - \$69,500 | \$57,000 - \$71,500 | 2.8% |
| Up to 1 Year | \$49,000 - \$59,250 | \$50,000 - \$60,500 | 2.1% |
| Audit/Assurance Services-Midsized Firms | | | |
| Senior Manager/Director | \$92,750 - \$136,000 | \$96,000 - \$141,500 | 3.8% |
| Manager | \$77,000 - \$98,500 | \$79,500 - \$102,500 | 3.7% |
| Senior | \$59,750 - \$78,750 | \$62,000 - \$81,750 | 3.8% |
| 1 to 3 Years | \$50,500 - \$62,500 | \$51,750 - \$64,250 | 2.7% |
| Up to 1 Year | \$42,500 - \$53,000 | \$44,000 - \$54,750 | 3.4% |
| Audit/Assurance Services-Small Firms | | | |
| Senior Manager/Director | \$84,000 - \$111,750 | \$85,250 - \$114,750 | 2.2% |
| Manager | \$69,250 - \$86,750 | \$70,500 - \$89,250 | 2.4% |
| Senior | \$54,250 - \$69,750 | \$55,250 - \$71,500 | 2.2% |
| 1 to 3 Years | \$46,000 - \$56,250 | \$46,750 - \$58,000 | 2.4% |
| Up to 1 Year | \$41,000 - \$49,000 | \$41,500 - \$50,000 | 1.7% |
| Management Services-Large Firms | | | |
| Senior Manager/Director | \$103,250 - \$160,250 | \$107,000 - \$166,250 | 3.7% |
| Manager | \$83,250 - \$112,750 | \$86,250 - \$117,250 | 3.8% |
| Senior | \$66,750 - \$86,750 | \$69,000 - \$90,250 | 3.7% |
| 1 to 3 Years | \$56,500 - \$69,250 | \$58,250 - \$72,250 | 3.8% |
| Up to 1 Year | \$48,750 - \$60,000 | \$50,250 - \$62,000 | 3.2% |
| Management Services-Midsized Firms | | | |
| Senior Manager/Director | \$91,500 - \$136,750 | \$94,500 - \$142,000 | 3.6% |
| Manager | \$77,000 - \$99,250 | \$79,750 - \$103,250 | 3.8% |
| Senior | \$60,000 - \$79,750 | \$62,000 - \$83,000 | 3.8% |
| 1 to 3 Years | \$50,250 - \$62,250 | \$51,750 - \$64,750 | 3.6% |
| Up to 1 Year | \$42,750 - \$53,000 | \$44,000 - \$55,000 | 3.4% |
| Management Services-Small Firms | | | |
| Senior Manager/Director | \$83,250 - \$112,500 | \$85,500 - \$116,000 | 2.9% |
| Manager | \$69,250 - \$86,750 | \$70,750 - \$90,000 | 3.0% |
| Senior | \$54,500 - \$69,250 | \$55,750 - \$72,000 | 3.2% |
| 1 to 3 Years | \$46,000 - \$56,000 | \$47,000 - \$58,250 | 3.2% |
| Up to 1 Year | \$41,000 - \$49,250 | \$42,000 - \$50,750 | 2.8% |

Salary does not reflect overtime or bonuses, which are significant portions of compensation for these positions. Add up to 10% for graduate degrees or professional certifications.

It's important to note that factors such as geographic location, length of experience, level of education, professional designations, and the size of the employer all play a role in determining salary. (AICPA)