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CITIES

Starting pay next year in these 15 cities is expected to range between 5% lower and 32% higher than the national averages.

Jason Bramwell • Oct. 18, 2023



Are you going to be starting a new job at a public accounting firm in Chicago, Philadelphia, Dallas, Phoenix, or Portland, OR? How about in Nashville, Houston, Las Vegas, Charlotte, or San Jose, CA? Starting salaries in public accounting next year are projected to range between 5% lower and 32% higher than the national averages in these 10 cities as well as five others that are among the [largest in the U.S. by population](#).

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how much public accounting starting salaries are expected to increase in 2024 compared to the national averages in eight of the top 60 largest cities in the U.S. by population that are [among the most expensive to live in](#).

Today, we have used that same tool to find out what starting salaries in public accounting are expected to look like next year in 15 other large U.S. metropolises. These 15 cities are among the 30 biggest in the country in terms of population.

As a reminder, Robert Half provides starting pay ranges by percentile, based on a candidate's experience. For the 2024 salary guide, there are three salary percentiles with the following descriptions:

- **25th percentile:** New to the role, with little to no experience; requires more than casual instruction or supervision to perform day-to-day duties.
- **50th percentile:** Has the experience to consistently perform core responsibilities without direct supervision; very comfortable with processes and subject matter associated with the role.
- **75th percentile:** Value to the organization goes far beyond the ability to perform normal job duties; has rare qualifications that enable consistent contribution in unique ways; ready for next career level when available.

The following are the 2024 public accounting starting salaries in those 15 cities compared to the national averages, ranked from highest increase to lowest decrease (2024 national average -> the average for that city by percentile per position):

1. San Jose, CA

Salaries in San Jose are 32% higher than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$164,340

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Senior tax associate

- **25th percentile:** \$67,250 -> \$88,770
- **50th percentile:** \$83,250 -> \$109,890
- **75th percentile:** \$93,250 -> \$123,090

Tax associate

- **25th percentile:** \$52,750 -> \$69,630
- **50th percentile:** \$64,750 -> \$85,470
- **75th percentile:** \$74,750 -> \$98,670

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$160,380
- **50th percentile:** \$150,250 -> \$198,330
- **75th percentile:** \$174,250 -> \$230,010

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$118,800
- **50th percentile:** \$106,250 -> \$140,250
- **75th percentile:** \$124,750 -> \$164,670

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$76,230

- **50th percentile:** \$72,750 -> \$96,030

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2. Chicago

Salaries in Chicago are 24% higher than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$154,380
- **50th percentile:** \$159,500 -> \$197,780
- **75th percentile:** \$192,000 -> \$238,080

Manager of tax services

- **25th percentile:** \$92,750 -> \$115,010
- **50th percentile:** \$112,750 -> \$139,810
- **75th percentile:** \$131,000 -> \$162,440

Senior tax associate

- **25th percentile:** \$67,250 -> \$83,390
- **50th percentile:** \$83,250 -> \$103,230
- **75th percentile:** \$93,250 -> \$115,630

Tax associate

- **25th percentile:** \$52,750 -> \$65,410
- **50th percentile:** \$64,750 -> \$80,290
- **75th percentile:** \$74,750 -> \$92,690

Senior manager/managing director, audit and assurance

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- 25th percentile: \$78,000 -> \$111,000
- 50th percentile: \$106,250 -> \$131,750
- 75th percentile: \$124,750 -> \$154,690

Senior associate, audit and assurance services

- 25th percentile: \$57,750 -> \$71,610
- 50th percentile: \$72,750 -> \$90,210
- 75th percentile: \$82,750 -> \$102,610

Associate, audit and assurance services

- 25th percentile: \$49,000 -> \$60,760
- 50th percentile: \$60,500 -> \$75,020
- 75th percentile: \$69,500 -> \$86,180

3. Philadelphia

Salaries in Philadelphia are 18% higher than the national average.

Senior manager/director tax services

- 25th percentile: \$124,500 -> \$146,910
- 50th percentile: \$159,500 -> \$188,210
- 75th percentile: \$192,000 -> \$226,560

Manager of tax services

- 25th percentile: \$92,750 -> \$109,445

- **50th percentile:** \$112,750 -> \$133,045

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- **25th percentile:** \$52,750 -> \$62,245
- **50th percentile:** \$64,750 -> \$76,405
- **75th percentile:** \$74,750 -> \$88,205

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$143,370
- **50th percentile:** \$150,250 -> \$177,295
- **75th percentile:** \$174,250 -> \$205,615

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$106,200
- **50th percentile:** \$106,250 -> \$125,375
- **75th percentile:** \$124,750 -> \$147,205

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$68,145
- **50th percentile:** \$72,750 -> \$85,845
- **75th percentile:** \$82,750 -> \$97,645

Associate, audit and assurance services

- **25th percentile:** \$49,000 -> \$57,820
- **50th percentile:** \$60,500 -> \$71,390

- **75th percentile:** \$69,500 -> \$82,010

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- **75th percentile:** \$192,000 -> \$215,040

Manager of tax services

- **25th percentile:** \$92,750 -> \$103,880
- **50th percentile:** \$112,750 -> \$126,280
- **75th percentile:** \$131,000 -> \$146,720

Senior tax associate

- **25th percentile:** \$67,250 -> \$75,320
- **50th percentile:** \$83,250 -> \$93,240
- **75th percentile:** \$93,250 -> \$104,440

Tax associate

- **25th percentile:** \$52,750 -> \$59,080
- **50th percentile:** \$64,750 -> \$72,520
- **75th percentile:** \$74,750 -> \$83,720

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$136,080
- **50th percentile:** \$150,250 -> \$168,280
- **75th percentile:** \$174,250 -> \$195,160

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$100,800

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Associate, audit and assurance services

- **25th percentile:** \$49,000 -> \$54,880
- **50th percentile:** \$60,500 -> \$67,760
- **75th percentile:** \$69,500 -> \$77,840

5. Portland, OR

Salaries in Portland are 11% higher than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$138,195
- **50th percentile:** \$159,500 -> \$177,045
- **75th percentile:** \$192,000 -> \$213,120

Manager of tax services

- **25th percentile:** \$92,750 -> \$102,953
- **50th percentile:** \$112,750 -> \$125,153
- **75th percentile:** \$131,000 -> \$145,410

Senior tax associate

- **25th percentile:** \$67,250 -> \$74,648
- **50th percentile:** \$83,250 -> \$92,408
- **75th percentile:** \$93,250 -> \$103,508

Tax associate

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- 25th percentile: \$122,500 -> \$131,800
- 50th percentile: \$150,250 -> \$166,778
- 75th percentile: \$174,250 -> \$193,418

Manager, audit and assurance services

- 25th percentile: \$90,000 -> \$99,900
- 50th percentile: \$106,250 -> \$117,938
- 75th percentile: \$124,750 -> \$138,473

Senior associate, audit and assurance services

- 25th percentile: \$57,750 -> \$64,103
- 50th percentile: \$72,750 -> \$80,753
- 75th percentile: \$82,750 -> \$91,853

Associate, audit and assurance services

- 25th percentile: \$49,000 -> \$54,390
- 50th percentile: \$60,500 -> \$67,155
- 75th percentile: \$69,500 -> \$77,145

6. Houston

7. Phoenix

Salaries in Houston and Phoenix are 10% higher than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$136,950

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Senior tax associate

- **25th percentile:** \$67,250 -> \$73,975
- **50th percentile:** \$83,250 -> \$91,575
- **75th percentile:** \$93,250 -> \$102,575

Tax associate

- **25th percentile:** \$52,750 -> \$58,025
- **50th percentile:** \$64,750 -> \$71,225
- **75th percentile:** \$74,750 -> \$82,225

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$133,650
- **50th percentile:** \$150,250 -> \$165,275
- **75th percentile:** \$174,250 -> \$191,675

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$99,000
- **50th percentile:** \$106,250 -> \$116,875
- **75th percentile:** \$124,750 -> \$137,225

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$63,525

- **50th percentile:** \$72,750 -> \$80,025

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o. Las Vegas

Salaries in Las Vegas are 6% higher than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$131,970
- **50th percentile:** \$159,500 -> \$169,070
- **75th percentile:** \$192,000 -> \$203,520

Manager of tax services

- **25th percentile:** \$92,750 -> \$98,315
- **50th percentile:** \$112,750 -> \$119,515
- **75th percentile:** \$131,000 -> \$138,860

Senior tax associate

- **25th percentile:** \$67,250 -> \$71,285
- **50th percentile:** \$83,250 -> \$88,245
- **75th percentile:** \$93,250 -> \$98,845

Tax associate

- **25th percentile:** \$52,750 -> \$55,915
- **50th percentile:** \$64,750 -> \$68,635
- **75th percentile:** \$74,750 -> \$79,235

Senior manager/managing director, audit and assurance

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- 25th percentile: \$78,000 -> \$78,100
- 50th percentile: \$106,250 -> \$112,625
- 75th percentile: \$124,750 -> \$132,235

Senior associate, audit and assurance services

- 25th percentile: \$57,750 -> \$61,215
- 50th percentile: \$72,750 -> \$77,115
- 75th percentile: \$82,750 -> \$87,715

Associate, audit and assurance services

- 25th percentile: \$49,000 -> \$51,940
- 50th percentile: \$60,500 -> \$64,130
- 75th percentile: \$69,500 -> \$73,670

9. Charlotte, NC

Salaries in Charlotte are 3.5% higher than the national average.

Senior manager/director tax services

- 25th percentile: \$124,500 -> \$128,858
- 50th percentile: \$159,500 -> \$165,083
- 75th percentile: \$192,000 -> \$198,720

Manager of tax services

- 25th percentile: \$92,750 -> \$95,996

- **50th percentile:** \$112,750 -> \$116,696

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Partnership

- **25th percentile:** \$52,750 -> \$54,596
- **50th percentile:** \$64,750 -> \$67,016
- **75th percentile:** \$74,750 -> \$77,366

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$125,753
- **50th percentile:** \$150,250 -> \$155,509
- **75th percentile:** \$174,250 -> \$180,349

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$93,150
- **50th percentile:** \$106,250 -> \$109,969
- **75th percentile:** \$124,750 -> \$129,116

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$59,771
- **50th percentile:** \$72,750 -> \$75,296
- **75th percentile:** \$82,750 -> \$85,646

Associate, audit and assurance services

- **25th percentile:** \$49,000 -> \$50,715
- **50th percentile:** \$60,500 -> \$62,618

- **75th percentile:** \$69,500 -> \$71,933

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- **75th percentile:** \$192,000 -> \$195,840

Manager of tax services

- **25th percentile:** \$92,750 -> \$94,605
- **50th percentile:** \$112,750 -> \$115,005
- **75th percentile:** \$131,000 -> \$133,620

Senior tax associate

- **25th percentile:** \$67,250 -> \$68,595
- **50th percentile:** \$83,250 -> \$84,915
- **75th percentile:** \$93,250 -> \$95,115

Tax associate

- **25th percentile:** \$52,750 -> \$53,805
- **50th percentile:** \$64,750 -> \$66,045
- **75th percentile:** \$74,750 -> \$76,245

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$123,930
- **50th percentile:** \$150,250 -> \$153,255
- **75th percentile:** \$174,250 -> \$177,735

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$91,800

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Associate, audit and assurance services

- **25th percentile:** \$49,000 -> \$49,980
- **50th percentile:** \$60,500 -> \$61,710
- **75th percentile:** \$69,500 -> \$70,890

11. Detroit

Salaries in Detroit are the same as the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500
- **50th percentile:** \$159,500
- **75th percentile:** \$192,000

Manager of tax services

- **25th percentile:** \$92,750
- **50th percentile:** \$112,750
- **75th percentile:** \$131,000

Senior tax associate

- **25th percentile:** \$67,250
- **50th percentile:** \$83,250
- **75th percentile:** \$93,250

Tax associate

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25th percentile: \$122,000

- 50th percentile: \$150,250
- 75th percentile: \$174,250

Manager, audit and assurance services

- 25th percentile: \$90,000
- 50th percentile: \$106,250
- 75th percentile: \$124,750

Senior associate, audit and assurance services

- 25th percentile: \$57,750
- 50th percentile: \$72,750
- 75th percentile: \$82,750

Associate, audit and assurance services

- 25th percentile: \$49,000
- 50th percentile: \$60,500
- 75th percentile: \$69,500

12. Columbus, OH

Salaries in Columbus are 2% lower than the national average.

Senior manager/director tax services

- 25th percentile: \$124,500 -> \$122,010

- **50th percentile:** \$159,500 -> \$156,310

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- **25th percentile:** \$67,250 -> \$65,905
- **50th percentile:** \$83,250 -> \$81,585
- **75th percentile:** \$93,250 -> \$91,385

Tax associate

- **25th percentile:** \$52,750 -> \$51,695
- **50th percentile:** \$64,750 -> \$63,455
- **75th percentile:** \$74,750 -> \$73,255

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$119,070
- **50th percentile:** \$150,250 -> \$147,245
- **75th percentile:** \$174,250 -> \$170,765

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$88,200
- **50th percentile:** \$106,250 -> \$104,125
- **75th percentile:** \$124,750 -> \$122,255

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$56,595
- **50th percentile:** \$72,750 -> \$71,295

- **75th percentile:** \$82,750 -> \$81,095

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14. Jacksonville, FL

Salaries in Indianapolis and Jacksonville are 3% lower than the national average.

Senior manager/director tax services

- **25th percentile:** \$124,500 -> \$120,765
- **50th percentile:** \$159,500 -> \$154,715
- **75th percentile:** \$192,000 -> \$186,240

Manager of tax services

- **25th percentile:** \$92,750 -> \$89,968
- **50th percentile:** \$112,750 -> \$109,368
- **75th percentile:** \$131,000 -> \$127,070

Senior tax associate

- **25th percentile:** \$67,250 -> \$65,233
- **50th percentile:** \$83,250 -> \$80,753
- **75th percentile:** \$93,250 -> \$90,453

Tax associate

- **25th percentile:** \$52,750 -> \$51,168
- **50th percentile:** \$64,750 -> \$62,808
- **75th percentile:** \$74,750 -> \$72,508

Senior manager/managing director, audit and assurance

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- 25th percentile: \$78,000 -> \$78,000
- 50th percentile: \$106,250 -> \$103,063
- 75th percentile: \$124,750 -> \$121,008

Senior associate, audit and assurance services

- 25th percentile: \$57,750 -> \$56,018
- 50th percentile: \$72,750 -> \$70,568
- 75th percentile: \$82,750 -> \$80,268

Associate, audit and assurance services

- 25th percentile: \$49,000 -> \$47,530
- 50th percentile: \$60,500 -> \$58,685
- 75th percentile: \$69,500 -> \$67,415

15. Oklahoma City

Salaries in Oklahoma City are 5% lower than the national average.

Senior manager/director tax services

- 25th percentile: \$124,500 -> \$118,275
- 50th percentile: \$159,500 -> \$151,525
- 75th percentile: \$192,000 -> \$182,400

Manager of tax services

- 25th percentile: \$92,750 -> \$88,113

- **50th percentile:** \$112,750 -> \$107,113

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- **25th percentile:** \$52,750 -> \$50,113
- **50th percentile:** \$64,750 -> \$61,513
- **75th percentile:** \$74,750 -> \$71,013

Senior manager/managing director, audit and assurance services

- **25th percentile:** \$121,500 -> \$115,425
- **50th percentile:** \$150,250 -> \$142,738
- **75th percentile:** \$174,250 -> \$165,538

Manager, audit and assurance services

- **25th percentile:** \$90,000 -> \$85,500
- **50th percentile:** \$106,250 -> \$100,938
- **75th percentile:** \$124,750 -> \$118,513

Senior associate, audit and assurance services

- **25th percentile:** \$57,750 -> \$54,863
- **50th percentile:** \$72,750 -> \$69,113
- **75th percentile:** \$82,750 -> \$78,613

Associate, audit and assurance services

- **25th percentile:** \$49,000 -> \$46,550
- **50th percentile:** \$60,500 -> \$57,475

- **75th percentile:** \$69,500 -> \$66,025

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