

Identity & Scope

Legal Name: John Smith CPA PLLC

Employee: John Smith Jr.

Effective Date: 2025-12-16

Hours/week (FTE): 40 (1.00 FTE)

As of: December 2024

DBA Name: JS CPA

Occupation (SOC): Accountants and Auditors (SOC 13-2011)

OEWS/MSA Year: 2024

Payment Frequency: Biweekly

EIN: 98-7654321

Location (MSA): Iowa City, IA (26980)

Benefits Markup: 30%

Source Type: MSA

Compensation Percentiles

Percentile	Hourly	Annual (x2,080)	RSE
Entry (10th)	\$30.49	\$9,442	1.9%
Junior (25th)	\$37.34	\$77,675	1.9%
Mid (50th)	\$45.29	\$94,082	1.9%
Senior (75th)	\$54.82	\$114,036	1.9%
Top (90th)	\$68.84	\$143,182	1.9%

Job Description & More BLS Information

- Prepare and analyze accurate and timely financial statements, including income statements, balance sheets, and cash flow statements, in compliance with Generally Accepted Accounting Principles (GAAP).
- Reconcile bank accounts, credit card statements, and general ledger accounts monthly to maintain accuracy and integrity and resolve any discrepancies promptly.
- [Learn more: https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors/](https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors/)

*The BLS Occupational Outlook Handbook link above contains more general BLS information for this occupation.

Chosen Salary & Assumptions

Base Pay: \$75,000

Adjustments:

Pay for third-year associate at my firm transitioning to more management responsibilities. Pay also includes a \$5k bonus payable in December of each year.

Methodology & RSE

Wage percentiles are from the U.S. Bureau of Labor Statistics **Occupational Employment and Wage Statistics (OEWS)** for the selected occupation and area. If enabled, a benefits markup is applied to estimate total employment cost. Hourly rates are used to scale annual wages proportionally from the OEWS full-time baseline (40 hours/week).

90% CI ~ \$77,675 +/- 1.6 x (1.9% x \$77,675) = [\$74,744, \$80,036]

BLS Footnotes

- Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
- Annual wages have been rounded by multiplying the corresponding hourly wage by **2,080 hours**.
- The relative standard error (RSE) is a measure of the reliability of a survey statistic. The smaller the relative standard error, the more precise the estimate.

Sources

- [BLS — Occupational Employment and Wage Statistics \(OEWS\)](#).
- [OEWS tables & documentation](#)
- [BLS — Occupational Outlook Handbook \(OOH\)](#)