

## Identity &amp; 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	RSE
Entry (10th)	\$30.49	\$6,098	1.9%
<b>Junior (25th)</b>	<b>\$37.34</b>	<b>\$77,675</b>	<b>1.9%</b>
Mid (50th)	\$45.29	\$94,385	1.9%
Senior (75th)	\$54.82	\$114,036	1.9%
Top (90th)	\$68.84	\$143,182	1.9%

## Job Description &amp; 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 data integrity and resolve any discrepancies promptly.
- [Learn more: https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm](https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm)

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

## Chosen Salary &amp; 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 &amp; 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 employee cost. Hours per week are used to scale annual wages proportionally from the OEWS full-time baseline (40 hours/week).

90% CI ~ \$77,675 +/- 1.6 x (\$77,675 x 1.9%) = \$77,675 +/- \$1,4, \$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 converted 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 \(OEWS\)](https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm)
- [OEWS tables & documentation](#)
- [BLS — Occupational Outlook Handbook \(OOH\)](https://www.bls.gov/ooh/business-and-financial/accountants-and-auditors.htm)