



Calculating FICA Accruals

Table of Contents

Calculating FICA Accruals i

Calculating FICA Accruals 1

Calculating FICA Accruals

When calculating FICA accruals, there are different calculations for employees that have deductions subject to the cafeteria plan and those who do not have the cafeteria plan.

To calculate FICA accruals for employees without the cafeteria plan:

$\text{Job FICA Accrued Amount} = \text{Job Accrued Pay} \times \text{FICA Rate}$

$\text{Job Medicare Accrued Amount} = \text{Job Accrued Pay} \times \text{Medicare Rate}$

To calculate FICA accruals for a single job with the cafeteria plan:

$\text{Job FICA Accrued Amount} = (\text{Job Accrued Pay} - \text{Cafeteria Amount}) \times \text{FICA Rate}$

$\text{Job Medicare Accrued Amount} = (\text{Job Accrued Pay} - \text{Cafeteria Amount}) \times \text{Medicare Rate}$

To calculate FICA accruals for multiple jobs with the cafeteria plan:

The program calculates the amount of the accrued cafeteria plan for each job:

$\text{Job Accrued Cafeteria Amount} = \text{Total Cafeteria Amount} \times \text{Job Percent Assigned} \times \text{Job Accrued Pay/Job Pay Rate}$

Then, the accrued FICA is calculated as follows:

$\text{Adjusted Gross Pay} = \text{Total Gross} - \text{Nontax Amounts} - \text{Cafeteria Plan Amount}$

$\text{Adjusted Job Accrued Pay} = \text{Job Accrued Pay} - \text{Job Accrued Cafeteria Amount}$

$\text{FICA Percent Adjustment} = \text{Medicare Gross/Adjusted Gross Pay}$

$\text{Medicare Percent Adjustment} = \text{Medicare Gross/Adjusted Gross Pay}$

$\text{Job FICA Accrued Amount} = \text{Adjusted Job Accrued Pay} \times \text{FICA Percent Adjustment} \times \text{FICA Rate}$

$\text{Job Medicare Accrued Amount} = \text{Adjusted Job Accrued Pay} \times \text{FICA Percent Adjustment} \times \text{FICA Rate}$

$\text{Accrued FICA Distribution Amount} = (\text{Job FICA Accrued Amount} + \text{Job Medicare Accrued Amount}) \times \text{Account Percent}$