



## ASCENDER GUIDES



# Calculating FICA Accruals



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# 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:**

Job FICA Accrued Amount = Job Accrued Pay x FICA Rate

Job Medicare Accrued Amount = Job Accrued Pay x Medicare Rate

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

Job FICA Accrued Amount = (Job Accrued Pay - Cafeteria Amount) x FICA Rate

Job Medicare Accrued Amount = (Job Accrued Pay - Cafeteria Amount) x 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:

Job Accrued Cafeteria Amount = Total Cafeteria Amount x Job Percent Assigned x Job Accrued Pay/Job Pay Rate

Then, the accrued FICA is calculated as follows:

Adjusted Gross Pay = Total Gross - Nontax Amounts - Cafeteria Plan Amount

Adjusted Job Accrued Pay = Job Accrued Pay - Job Accrued Cafeteria Amount

FICA Percent Adjustment = Medicare Gross/Adjusted Gross Pay

Medicare Percent Adjustment = Medicare Gross/Adjusted Gross Pay

Job FICA Accrued Amount = Adjusted Job Accrued Pay x FICA Percent Adjustment x FICA Rate

Job Medicare Accrued Amount = Adjusted Job Accrued Pay x FICA Percent Adjustment x FICA Rate

Accrued FICA Distribution Amount = (Job FICA Accrued Amount + Job Medicare Accrued Amount) x Account Percent



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