

W2 FREQUENTLY ASKED QUESTIONS

January 18, 2024

Why is my W2 amount so much less than my annual salary?

1. The amount in Box 1 on your W2 is your **withholding tax gross** not your total gross pay. The most common reason is pre-tax insurance deductions. Pre-tax insurance deductions, 403bs (TSAs), 457s (deferred comp), FRS contributions, and social security alternative all reduce your withholding tax gross. **Your total gross pay is not shown on the W2.**
2. Another common reason is the W2 is based on a calendar year. Your annual salary is based on a fiscal year from July 1 to June 30.

Why is my W2 for 2023 less than my W2 for 2022?

1. Leave without pay in 2023 could cause 2023 to be less than 2022.
2. A bonus or supplement received in 2022 and not 2023.
3. Changing from the regular pay plan to the optional pay plan can cause earnings to be pushed back into the next year.
4. An increase in the amount of pre-tax benefits in 2023.

Why is the Retirement Plan in Box 13 checked?

1. If you are a member of the Florida Retirement System, retirement plan in Box 13 is checked.
2. If you are a non-benefited employee, i.e., part-time hourly, the social security alternative plan that you participate in is considered a retirement plan.

What do the amounts in Box 12 represent?

1. Box 12 "E" is the amount of your 403b (TSA) contributions.
2. Box 12 "G" is the amount of your 457 (deferred comp) contributions.
3. Box 12 "L" is the amount of substantiated travel meals (nontaxable).
4. Box 12 "DD" is the amount of your employee benefits, both employee and employer portions. This information is disclosed starting in 2013 for information only, as required by IRS as part of the Health Care Reform Act. **Again, it is informational only, not part of your taxes.**

What do the amounts in Box 14 represent?

1. Box 14 "SS ALT" If you are a part-time hourly employee with no retirement, the amount is your social security alternative contribution. If you received Terminal Leave pay through participation in the DROP program, the amount is your Bencor contribution.
2. Box 14 "Debit Card" FBMC requires documentation of certain Medical FSA debit card transactions. This amount represents the balance of your unsubstantiated EZ Reimburse expenses from prior plan years.
3. Box 14 EPSLA,=\$511 Limit- is the amount that an employee has been paid for requesting COVID Emergency Sick Leave.