

W-2 FAQs



1. Why don't my wages in Box 1 match the year-to-date gross on my pay stub?

The wages in box 1 of your W2 reflect **taxable** wages only while the check stubs reflect total earnings. This amount does not include tax deferred deductions (i.e. retirement contributions) or pre-tax benefit deductions such as medical, dental, dependent care, etc.

2. My pay for the last week and a half of the year is not included on my W2. Is this correct?

Yes, this is correct. The Form W2 is issued on a cash basis. Any compensation paid to you in 2019 is considered 2019 income. December 22nd through December 31st is paid on 01/13/2020 and is, therefore, not considered income for 2019. It will be part of your 2020 Form W2.

3. My W2 does not reflect my current salary. How come?

Your W2 does not reflect your fiscal year salary; it reflects taxable, calendar year wages.

4. Why don't my wages in Box 1 match the Social Security wages in Box 3 and Medicare wages in Box 5?

Box 3 and Box 5 include your tax-deferred retirement contributions, Box 1 does not.

5. What do the codes in Box 12 represent?

D, E, G, and AA: These codes give you information about contributions to your retirement plan at work, and they are for information only:

- a. **D:** 401(k) plan
- b. **E:** 403(b) plan
- c. **G:** 457(b) plan
- d. **AA:** Designated Roth contributions under a section 401(k) plan

6. What does the amount in Box 12 with code "DD" mean?

Box 12 shows the total amount of medical insurance coverage deducted from your paycheck, as well as the employer contribution. The information is for reporting purposes only and is not taxable to the employee.

7. What does the amount in Box 14 with the code "414H" mean?

This code is specifically for government employees who are part of tax deferred retirement plans. This figure is the mandatory retirement contributions made to your pension plan (TCRS) before taxes were deducted from your pay. Blount County requires all members to contribute 5%. These contributions are treated for tax purposes as employer-paid employee contributions (commonly called an employer pick-up) under Internal Revenue Code section 414(h)(2).

8. I want to adjust my withholding for next year what do I do?

You need to complete a new W-4 and submit it to the payroll department. An online version of the form can be obtained on the IRS website.

<https://www.irs.gov/pub/irs-pdf/fw4.pdf>