**(1) Why are the total wages shown on the W2 Form different from my total wages earned?**

Only taxable wages appear on the W2 Form. In most cases, taxable wages and earned wages are not the same because earned wages are reduced (to taxable wages) by pre-tax deductions such as: tax sheltered annuities, FSA (Flexible Spending Accounts) and medical insurance (health, vision, dental)**.** In addition, taxable income may include the value of group term life insurance in excess of $50,000.

**(2) Why doesn’t my W2 Form show my annual contract amount?**

The W2 Form reflects earnings paid during the calendar year (January–December). Employee

contracts are based on the fiscal year (July – June). In addition, you may have earnings not included in your annual contract, such as supplements and additional positions.

**(3) Why weren’t more Federal taxes withheld from my pay?**

The amount of Federal taxes withheld from an employee’s pay is based on the employee’s filing status and number of dependents claimed on the employee’s W4 Form on file. To increase or change the federal tax deduction, employees must change their W4 information. Internal Revenue Service tax tables and the employee’s W4 Form are used to calculate Federal withholding tax.

**(4) I have FICA alternative tax deducted from my pay. Where is this shown on my W2 Form?**

The amount of FICA alternative tax deducted during the calendar year is shown in Box 14. This

amount reduced the amount of your taxable wages shown in Box 1. Additionally Box 13 – Retirement Plan will be marked with an “X” to identify FICA alternative deductions.

**(5) Why is the income displayed on my W2 form in Box 1 (Wages, tips, and other compensation) different from income shown in Boxes 3 and 5 (Social Security wages and Medicare wages)?**

The income shown in Box 1 has been reduced by the tax deferred amounts deducted for Tax Sheltered Annuities (TSA’s—403b and 457 Plans) and FRS contributions. The 2013 deductions for TSA plans appear on your W2 in Box 12 with a code E (403b) or G (457). Social Security and Medicare wages are **not** reduced by TSA deductions, which is why the amounts in those boxes are higher.