

## INFORMATION CONCERNING YOUR 2023 W-2

You may have received your W-2 via email or printed and delivered to you but your W-2's are always available on the Employee Self Service site (ESS) for your convenience.

Below are descriptions of some of the boxes on your W-2.

Box 1 - Wages, tips, other compensation – the amount of Federal taxable earnings for the year. This amount is your gross earnings for the year **minus** any pre-tax deductions (health, dental, or vision insurance, 457 and Flexible Spending Account or HSA contributions). Your gross earnings do not appear on your W-2.

Box 2 - Federal income tax withheld – the amount of taxes withheld from your Box 1 earnings based on your filing status from your W-4) on file with Human Resources.

Box 3 - Social Security Wages – the amount of wages subject to social security tax for the year. This amount is your gross earnings **minus** pre-tax deductions (health, dental, or vision insurance and Flexible Spending Account or HSA contributions). Contributions to the 457 plan are **not** exempt from Social Security wages.

Box 4 Social Security tax withheld – calculated at 6.2% of amount in Box 3 up to a maximum of \$160,200 in earnings or \$9,932.40 withheld.

Box 5 Medicare wages and tips – the amount of wages subject to Medicare tax for the year. This amount is your gross earnings **minus** pre-tax deductions (health, dental, or vision insurance and Flexible Spending Account or HSA contributions). Contributions to the 457 plan are **not** exempt from Medicare wages.

Box 6 Medicare tax withheld – calculated at 1.45% of amount in Box 5.

Box 11 – If you are a full-time employee, you'll see an "X" in the Retirement Plan box. This simply means you were enrolled in a retirement plan in 2023.

Boxes 12a, 12b, etc – If you are a full-time employee, you may have the following codes in one or more of these boxes (it does not matter whether the code is in box a, b, or c; the amounts are referring to the CODE indicated):

Code "G" - If you contributed to the 457 plan, the amount withheld in 2023 is listed with this code.

Code "C" – The taxable amount of Group Life Insurance over \$50,000 provided to you by the city. The city provides you with life insurance up to three times your salary, rounded up to the nearest \$1,000. There is no cost to you; however, the IRS says that the value of any life insurance provided over \$50,000 is taxable. The amount is calculated according to IRS tables. This amount is shown in Box 12 with the code "C" and is included in your wages in boxes 1, 3, 5, and 16. The value has already been taxed in pay period increments on each pay check throughout the year so you would not have to pay the taxes on your tax return. This allows your beneficiary to receive the life insurance amount tax free.

Code "W" – If you elected the HSA medical plan, the *combined amount* of the city's contribution and your own contribution is listed in this box with code "W". This amount is reported on IRS form 8889 and filed with your tax return. Reporting HSA contributions should not negatively affect your tax return. Consult a tax advisor if you have questions.

Code "DD" – The total costs of your medical insurance with the city. This includes your costs as well as the city's portion.

Box 16 State wages, tips, etc. – the amount of wages subject to State of Georgia tax. This amount is your gross earnings **minus** any pre-tax deductions (health, dental, or vision insurance, 457 and Flexible Spending Account or HSA contributions.)

Box 17 State income tax - the amount of taxes withheld from your Box 16 earnings based on your filing status from your G-4 (GA withholding form) on file with Human Resources.

If you were eligible to be covered under the city's medical insurance in 2023, you will receive a 1095-C which indicates the number of months you had coverage. This form will be mailed to you by the deadline set by the IRS which is March 1, 2024. You can file your tax return without this form if you know how many months you had medical coverage as this question will be asked on your return.