

What do the numbers in the boxes on the Form W-2 mean?

Below is a description of the information used to produce W-2's at Eagle Mountain-Saginaw ISD. We have only defined those boxes or codes that are reported on the EMS-ISD W-2. In other words, Box 3 we did not define below since at EM-S ISD we do not contribute to Social Security.

Box 1 - Wages, tips, and other compensation

This figure is calculated using the following equation:

- Earnings subject to federal income tax reporting paid during the year.
- Minus before-tax deductions (e.g. medical, dental insurance, non-taxable TRS, tax deferred retirement contributions, etc.) Please refer to your pay advice in the deduction section.
- Deductions affecting Federal Income Tax (FIT) withheld are listed with a "Y". Pay advices are available for viewing in Skyward: select Employee Access, select Employee Information, select Payroll, and select Check History.

Box 2 - Federal Income tax withheld

Reflects the amount of actual Federal Income Tax (FIT) withheld on your paychecks during the year. If you believe the figure on your form is incorrect, please refer to your pay advices in the deduction section labeled "withholding FIT", which reflects the amount withheld from each check. You may also view this information under Calendar YTD which reflects the year-to-date (YTD) total in Employee Access.

Box 5 - Medicare wages and tips

Medicare wages are generally calculated the same as Federal wages with a few exceptions:

- Employee contributions to section 125 (medical, dental insurance etc.). Please refer to your pay advices in the deduction section. Deductions affecting Medicare taxes are listed as (F/M) with a "Y".

Box 6 - Medicare tax withheld

Medicare tax is currently 1.45% of the Medicare wages and tips. (Box 5 multiplied at 1.45%)

Box 10 - Dependent care benefits

The total amount of dependent care benefits that you elected to be withheld from your earnings to use for purposes of eligible dependent and child care expenses. Maximum amount of 5,000.

Box 12 - Special Codes

- Code E - IRC 403(b) elective deferrals to the IU Retirement Savings Program and the associated catch-up contributions available to individuals as a special catch-up and age 50 and over.
- Code G - IRC 457(b) elective deferrals to the IU Retirement Savings Program and the associated catch-up contributions available to individuals as a special catch-up and age 50 and over.
- Code DD – The Affordable Care Act IRC 6051(a) (14) Employee and Employer health insurance contribution.

Box 13

Retirement Plan will be checked for those employees that received base retirement contributions from Eagle Mountain-Saginaw ISD. (The Texas Retirement System)

Box 14 - Other

Not required. EMS listed section 125 benefits, excluding medical.