

2023 W-2 Information for Employees

Many employees have had questions about the different box numbers on the Form W-2. If you are an employee with benefits, Boxes 1, 3, and 5 on your W-2 will not match your year-to-date gross in most cases.

Box 1 – Wages, Tips, and Other Compensation

This box contains your taxable wages. Taxable wages are computed by subtracting any pre-tax deductions from your gross wages and adding any taxable reimbursements you received from the University Foundation. Examples of pre-tax deductions are health insurance premiums, state life insurance premiums, deferred compensation contributions, tax sheltered annuity contributions, Optional Retirement (ORP) contributions, Retirement for OPS employees, flexible spending accounts (medical and dependent care), state supplemental insurance contributions for cancer insurance, dental insurance, hospitalization insurance, vision, intensive care, and parking decals processed through payroll deduction.

Box 2 – Federal Income Tax Withheld

This is the federal income tax UWF withheld from your paychecks. We withhold Federal income tax based on the information you submit on your W-4. Any supplemental wages you received in 2023 are taxed at 22%.

Box 3 – Social Security Wages

This box contains your Social Security Wages. Social Security Wages are computed similar to Box 1 wages, with the exception of contributions made to retirement plans. Employee contributions to retirement plans are exempt from income taxes but not from social security taxes. The maximum wages subject to Social Security in 2023 are \$160,200.

Box 4 – Social Security Tax Withheld

This is the amount of Social Security Tax withheld from your paychecks. The rate is 6.2% times your Social Security wages.

Box 5 – Medicare Wages and Tips

Same as Box 3, but there is no maximum wage limit.

Box 6 – Medicare Tax Withheld

This is the amount of Medicare Tax withheld from your paychecks. The rate is 1.45% times your Medicare wages, as well as the .9% Additional Medicare Tax on any of those Medicare wages and tips above \$200,000.

Box 10 – Dependent Care Benefits

This is the pre-tax benefit for amounts deducted from your paycheck under the State of Florida's Dependent Care program.

Box 12-

If you have more than one of the codes listed below, the first code is in Box 12a, the next in Box 12b, etc.

Code E – Elective deferrals under section 403(b). Amounts included here are voluntary contributions to ORP and other tax-sheltered annuities.

Code G – Elective deferrals to the State of Florida's deferred compensation plan

Code W – Employer and employee contributions to Health Savings Account (HSA).

Code BB – Designated Roth contributions under a section 403(b) plan.

Code DD – Cost of employer-sponsored health coverage. The amount reported here is not taxable.

Box 13

X in the retirement plan box indicates you were an eligible participant or participated in a retirement plan (this also includes those participating in the Retirement Plan for OPS employees).

Box 14 – Other

PreTax – All pretax deductions except ORP, deferred compensation and other retirement annuities.

401(a) – Retirement Plan for OPS employees

RET 3% – State of Florida required employee contribution to retirement

For more information or additional questions, contact Kristie Peppers at Ext. 3169, Suzanne Carter at Ext. 2285, or Pam Pettinato at Ext 3051.