Why Are W-2s and Final Pay Stubs Different?

Why is the gross amount on my final pay stub for the year different than the amount on my W-2?

It is very common for gross taxable wages on an employee’s final pay stub of the year to differ from the amount shown on their W-2. This can typically be attributed to the following three reasons:

1. Your Earnings Included Non-Taxable Income Items
   - Examples of non-taxable income items would include reimbursements for mileage or other types of non-taxable expenses you incurred that were paid back to you in a payroll run. As a result, the gross wages on an employee’s pay stub will often differ from Boxes 1, 3, 5, and 16 wages on the W-2 because these non-taxable items will lower gross taxable wages.
   - **Example**: Mary’s gross wages are $30,000, but over the course of the year she received $2,000 towards a non-taxed car allowance. Mary’s taxable W-2 wages will be $28,000.  
   \[
   (30,000 - 2,000 = 28,000)
   \]

2. You Participated in a Company Sponsored Retirement Plan
   - These types of retirement plans, like a 401(k), will reduce the taxable federal and state wages only, which are reported in Boxes 1 and 16, respectively.
   - **Example**: Sally’s gross wages are $30,000, but she contributed $3,000 towards her 401(k) retirement for the year. Sally’s federal and state W-2 wages will be $27,000.  
   \[
   (30,000 - 3,000 = 27,000)
   \]

3. Your Company Offers Health Insurance as a Pre-Tax Deduction
   - This is the most common reason for your pay stub earnings to be different from your W-2. If your company offers pre-tax health insurance and you have participated, then the taxable wages in Boxes 1, 3, 5, and 16 will be lower than the amount of the pre-tax health insurance deduction. Pre-tax deductions will lower the gross wages by the annual amount of the deduction.
   - **Example**: John’s gross wages are $30,000, but he contributed $2,000 to a pre-tax health insurance deduction for the year. John’s taxable W-2 wages will be $28,000.  
   \[
   (30,000 - 2,000 = 28,000)
   \]
What Do all the Boxes on My W-2 Mean?

Now that you have a better understanding of why your final pay stub is different from your W-2, let’s break down what all of those different boxes of information mean.

**Box 1 - Wages, Tips, and Other Compensation**
The gross taxable wage amount your employer paid you. This amount includes tips, bonuses, commissions, wages, and salaries.

**Box 2 - Federal Income Tax Withheld**
The amount of federal income tax withheld from your wages reported in Box 1. Your W-4 was used to determine the tax withholding rate.

**Box 3 - Social Security Wages**
The amount of earnings your employer paid you - not including tips - that’s subject to Social Security tax.

**Box 4 - Social Security Tax Withheld**
This amount represents 6.2 percent of the Social Security wages in Box 3 withheld during the year.

**Box 5 - Medicare Wages and Tips**
The total amount of earnings your employer paid you that is subject to Medicare tax.
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**Box 6 - Medicare Tax Withheld**
This amount represents 1.45 percent of the total Medicare wages in Box 5 during the year. Employees who earn more than $200,000 (single) or $250,000 (married filing jointly) are also subject to an additional 0.9 percent Medicare tax.

**Box 7 - Social Security Tips**
This box shows any tip income you reported to your employer.

**Box 8 - Allocated Tips**
This box shows tip income allocated to you by your employers. This amount isn’t included in W-2 boxes 1, 3, 5, or 7.

**Box 10 - Dependent Care Benefits**
The total amount paid into your dependent care flexible spending account for the year. Any amount over $5,000 is also included in Box 1.

**Box 11 - Nonqualified Plans**
This box shows the total amount distributed to you from your employer’s nonqualified deferred compensation plan.

**Box 12 - Compensation and Benefits**
This box indicates compensation or benefit by code. These codes include Elective deferrals for a 401(k) retirement plan, cost of employer-sponsored health coverage, and taxable cost of group-term life insurance.

**Box 13 - Retirement Plan**
This box is checked when an employee is an active retirement plan participant.

**Box 14 - Other**
This box can be used to report miscellaneous information, such as state disability insurance taxes withheld, uniform payments, or educational assistance payments.

**Box 16 - State Wages, Tips, etc.**
The amount of your wages your employer paid you that is subject to state tax. The amount might differ from the amount shown in Box 1.

Your Workforce Management Partner

When you choose the right solution for your organization, you also gain a partner who continually works to meet your needs. There's no better time to switch to a workforce partner who's ready to make payroll and HR easier for you.