

STATE CONTROLLER'S OFFICE  
PERSONNEL/PAYROLL SERVICES DIVISION  
P. O. BOX 942850  
Sacramento, CA 94250-5878

DATE: November 17, 2008

PAYROLL LETTER #08-015

TO: All Agencies/Campuses in the Uniform State Payroll System

FROM: DON SCHEPPMANN, Chief  
Personnel/Payroll Services Division

RE: **2008 WAGE AND TAX STATEMENT**

This Payroll Letter provides information regarding the 2008 Wage and Tax Statement, Form W-2. For additional information, please refer to the appropriate sections in the Payroll Procedures Manual.

#### GENERAL INFORMATION REGARDING FORM W-2

Below are answers to frequently asked questions regarding Form W-2:

1. The Form W-2 reflects wages paid by warrants/direct deposit payments that were issued during the 2008 tax year, regardless of the pay period in which the wages were earned. The 2008 Form W-2 includes warrants/payments issued January 1, 2008 through December 31, 2008. The Form W-2 contains all wages and tax information for an employee regardless of the number of State agencies/campuses for which he or she worked during the tax year.
2. The year-to-date gross on the final earnings statement/direct deposit advice for 2008 may not agree with Box 1 (Wages, Tips, Other Compensation), due to the following items:
  - Accounts Receivable deductions
  - Non-USPS Adjustments
  - Deferred Compensation deductions
  - Pre-Tax Benefit deductions (POP/TAPP)
  - Pre-Tax Parking deductions
  - Flex Benefit deductions
  - Retirement, PST or ARP Contributions
  - Labor Code 4800 payments
  - Tax Sheltered Annuity deductions
  - Consolidated Benefits
3. Non-Industrial Disability Leave, Temporary Disability and Industrial Disability Leave Supplementation payments are considered wages and are included in Box 1.
4. Industrial Disability Leave (IDL) payments are considered employee benefits rather than wages and are not included in Box 1. Additionally, IDL payments are not subject to Social Security, Medicare, or State Disability Insurance wages and will not be reflected in Box 3 (Social Security Wages) or Box 5 (Medicare Wages and Tips).

5. Military Leave (payment type 7) payments are not considered wages for the 2008 tax year and are not included in Box 1. Additionally, Military Leave payments are not subject to Social Security, Medicare, or State Disability Insurance and will not be reflected in Box 3 (Social Security Wages) or Box 5 (Medicare Wages and Tips). See Payroll Letter 07-020 for further information. For Military Leave payments issued by the SCO in 2008, the employee will receive an Internal Revenue Form 1099-Misc.

If an employee had both Military Leave payments and any other type of payments issued by the SCO for the 2008 tax year, he/she will receive both a Form W-2 and Internal Revenue Form 1099-MISC.

6. Box 4 (Social Security Tax Withheld) was computed based upon the 2008 rate of 6.20% of wages subject to Social Security. The 2008 maximum wages subject to Social Security was \$102,000.
7. Box 6 (Medicare Tax Withheld) was computed based upon the 2008 rate of 1.45% of wages subject to Medicare. There is no maximum amount of wages subject to Medicare.
8. Box 13 (not titled, but used to identify if employee is in a pension plan) will have an "X" indicated for all employees who are members of either the Public Employees', State Teachers', Judges' or Legislators' Retirement System. Employees in the Alternate Retirement Plan or Part-time, Seasonal and Temporary retirement plan will not have an "X" indicated.
9. Box 1 and Box 3 or 5 may not agree due to the following items:

- Accounts Receivable deductions
- Reaching Social Security maximum wages
- Deferred Compensation deductions
- Retirement, PST or ARP Contributions
- Flex Benefit deductions
- Tax Sheltered Annuity deductions
- Pre-Tax Benefit deductions (POP/TAPP)
- Pre-Tax Parking deductions
- Consolidated Benefits

10. Dependent Care deduction amounts withheld in 2008 will be reported in Box 10 (Dependent Care Benefits). The 2008 Dependent Care maximum contribution was \$5,000.
11. Fringe Benefits will be reported in Boxes 1 and 14 (Other). This amount will also be included in Boxes 3 and 5, if applicable.
12. Employees who had Deferred Compensation or Tax Sheltered Annuity deductions withheld will have the deduction amounts indicated in Box 12 with codes "D" for 401(k), "G" for 457 and "E" for 403(b).
13. Employees who are Part-time, Seasonal and Temporary and have contributed to the PST Retirement Plan will have the deduction amount indicated in Box 12 with code "G".

14. The non-taxable Standard Mileage reimbursement amounts up to the State's allowances will be indicated in Box 12 with Code "L". The non-taxable portion of the Moving Expense Mileage Reimbursements will be indicated in Box 12 with code "P".
15. The qualified (non-taxable) reimbursement amount of Moving Relocation Expenses will be indicated in Box 12 with code "P".
16. The imputed value of Group Term Life Insurance coverage in excess of \$50,000 will be indicated in Box 12 with code "C".
17. Box 14 (other) CASDI-State Disability Insurance Tax Withheld- was computed at the 2008 rate of 0.80% of eligible earnings up to \$86,698 annually with an annual maximum contribution amount of \$693.58.
18. If an employee receives a Form W-2 with an incorrect social security number or two or more Forms W-2 with different social security numbers, the employee's Employment History record must be corrected. Civil Service departments, submit a PAR to correct record. CSU Campuses, refer to PIMS Manual-Transaction 105 to correct record. Payroll Operation's W-2 Unit will then send a Form W-2c (Corrected Wage and Tax Statement) to the department/campus for the affected employee.
19. Duplicate Form W-2 may be requested by completing Form Std. 436, available through our website at <http://www.sco.ca.gov/ppsd/empinfo>. There is an \$8.50 processing fee for each tax year a duplicate Form W-2 is requested.

For those employees currently employed, payment for the duplicate Form W-2 must be made via payroll deduction and the appropriate option must be checked on the Std. 436. For those employees in positions which do not allow voluntary deductions (i.e. retired annuitant, student assistant, youth aide) or the employee has separated from their state employment, payment must be made via a money order or cashier's check made payable to the State Controller's Office.

**Personal checks are not accepted.**

Please note, if an employee claims that his/her Form W-2 was never received, we will not require a fee for providing a duplicate Form W-2 if the request is received by March 2, 2009. However, in order to receive this waiver, Personnel/Payroll offices must complete **Form Std. 436 requesting fee waiver indicating the W-2 was never received and that the mailing address was verified from View Direct to be correct.**

20. Any questions concerning Federal or State tax returns must be directed to the local Internal Revenue Service or Franchise Tax Board Office.

If you have any questions regarding this Payroll Letter or the information on the Form W-2, please contact Payroll Operations' W-2 Unit at (916) 322-8100. Please ensure employees do not contact the W-2 Unit directly.

DS:CJ:SACS