



HUMAN RESOURCES AND LABOR RELATIONS DEPARTMENT

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To: County Staff

From: Andrew S. McKinnon, Director
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Date: February 17, 2020

Re: Tax Withholding for 2020

I wanted to take a moment and remind you of the changes the IRS has made to Form W-4 for this current year. Now that you have had a couple full 2020 pays, you can compare this year's federal withholding with last year's federal withholding. In addition, as you file your 2019 taxes, you may wish to make changes and this information may be important for you.

As previously stated, the IRS has made some significant changes to the tax tables and W-4 form for this year. Here is an article: <https://money.com/new-w4-form-2020/>

As the article states, the 2020 Form W-4, *Employee's Withholding Certificate*, is very different from previous versions due to the 2018 federal tax law changes. You do not have to complete the revised form, if you aren't making any changes. The withholding tables were designed to work with both the new and prior year forms. However, those hired in 2020 and anyone who makes withholding changes during 2020 will be required to use the new form.

Those who utilize the new form may see a decrease in the anticipated federal tax withholding. It seems as though the IRS is trying to reduce the amount of individual's refunds by not withholding as much money. You may wish to use the IRS's Tax Estimator (www.irs.gov/W4App) to see if you need to make adjustments to your current withholding.

To effectively use the estimator, it is helpful to have a copy of your most recent pay stub and tax return. **Please note: if you do not submit a new form, withholding will continue based on your previously submitted form.**

This is a lot of information to digest. If you have questions, please feel free to contact our office.