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APA Certified Payroll Professional Sample Questions (Q251-Q256):

NEW QUESTION # 251

To maintain confidentiality of employee data, all of the following practices must be in place EXCEPT:

- A. Release authorization
- **B. Record retention**
- C. Document destruction
- D. File organization

Answer: B

Explanation:

Comprehensive and Detailed in Depth Explanation:

Maintaining confidentiality involves:

- * Organized file systems(B#)
- * Authorization protocols for data release(C#)
- * Secure destruction of sensitive documents(D#)

Record retention (A) relates to data preservation, not protection or confidentiality. In fact, retaining records too long without secure storage can increase the risk of data breaches.

#Therefore, Answer A is correct

NEW QUESTION # 252

An employee contributes \$2,000 on a pretax basis to a 401(k) qualified plan. How is this pretax contribution reported on the 2009 W-2?

- **A. Boxes 3/5, box 12, box 13 (retirement plan)**
- B. Boxes 3/5, box 13, (retirement plan)
- C. Box 12, box 13 (retirement plan)
- D. Box 1, box 3/5, box 13 (retirement plan)

Answer: A

NEW QUESTION # 253

During the year, three employees earned the following FICA-eligible wages:

- * Employee 1: \$210,000.00
- * Employee 2: \$30,500.00
- * Employee 3: \$60,000.00

What is the employer's Medicare contribution?

- A. \$7,061.75
- B. \$4,447.25
- **C. \$4,357.25**
- D. \$3,756.95

Answer: C

Explanation:

Comprehensive and Detailed in Depth Explanation:

The employer ' s Medicare contribution is calculated at 1.45% of all Medicare-eligible wages - there is no wage base limit for Medicare (unlike Social Security, which caps at \$160,200 in 2023 and \$168,600 in 2024).

NOTE: The Additional Medicare Tax of 0.9% only applies to employees earning over \$200,000 , and only on the portion above that threshold - it is not paid by employers.

Step-by-Step Calculation:

Employee 1:

* Total wages: \$210,000.00

* Employer Medicare: $\$210,000 \times 1.45\% = \$3,045.00$

Employee 2:

* Wages: \$30,500.00

* Employer Medicare: $\$30,500 \times 1.45\% = \442.25

Employee 3:

* Wages: \$60,000.00

* Employer Medicare: $\$60,000 \times 1.45\% = \870.00

Total Medicare Contribution by Employer:

$\$3,045.00 + \$442.25 + \$870.00 = \$4,357.25$

Therefore, the correct answer is: B - \$4,357.25

Incorrect Option Breakdown:

* A (\$3,756.95): Doesn't account for all three employees.

* C (\$4,447.25): Possibly includes 0.9% Additional Medicare Tax - which is not paid by the employer

.

* D (\$7,061.75): Too high - may include both employer and employee sides.

References:

IRS Publication 15 (Circular E) - Employer ' s Tax Guide

APA Payroll Source - Chapter on Employment Taxes and FICA

NEW QUESTION # 254

An employee earns \$9 per hour and an additional 10 cents per hour for hours worked after 7:00 p.m. If an employee works from 3:00 p.m. to 11:00 p.m., Monday through Friday, what is the employee's weekly gross pay under the Fair Labor Standards Act?

- A. \$361
- B. \$364
- C. \$360
- **D. \$362**

Answer: D

NEW QUESTION # 255

The MOST effective way to ensure that the employer 401(k) match is accurately reflected in the employee ' s account is reconciling to the:

- A. payroll bank statement.
- **B. plan administrator reports.**
- C. general ledger.
- D. payroll register.

Answer: B

Explanation:

Reconciling payroll data to external providers is a critical step in retirement plan administration. While the general ledger (Option A) and payroll register (Option B) confirm that the company calculated and " expensed

" the match correctly in its own books, they cannot confirm that the funds actually reached the employee ' s individual investment account. The plan administrator reports (Option D) are the only source that shows what was actually posted to the employee's account at the financial institution. By comparing these external reports to the internal payroll register, payroll professionals can identify discrepancies caused by transmission errors, data mapping issues, or eligibility timing differences. This ensures compliance with ERISA requirements for timely and accurate deposit of retirement contributions and matches.

NEW QUESTION # 256

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