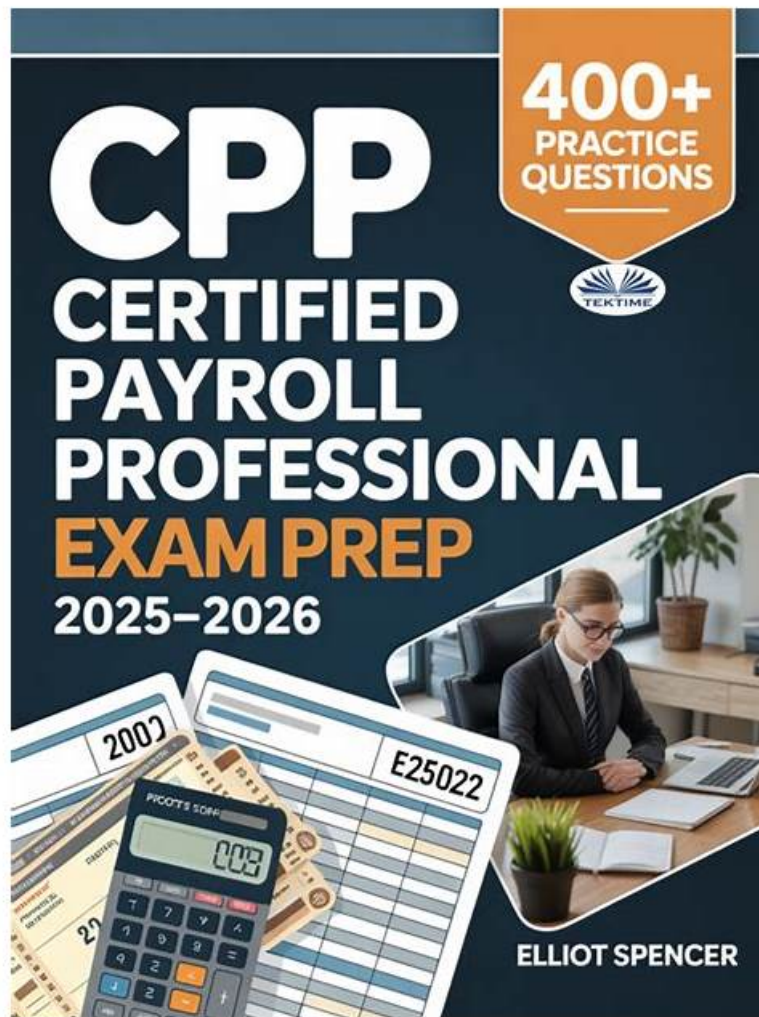


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APA Certified Payroll Professional Sample Questions (Q43-Q48):

NEW QUESTION # 43

Under the ACA, an employer can determine affordable coverage by using all of the following safe harbors EXCEPT the:

- A. 98% Offer Method
- B. Rate of pay
- C. Form W-2 wages
- D. Federal poverty line

Answer: A

Explanation:

Comprehensive and Detailed in Depth Explanation:

The Affordable Care Act (ACA) defines three safe harbors to determine if health coverage is "affordable":

- * Form W-2 wages (Box 1)
- * Rate of pay (hourly \times 130 hours/month or salary)
- * Federal Poverty Line (FPL)

These are used to avoid penalties under IRC §4980H(b) .

* The 98% Offer Method is not a safe harbor for affordability , but rather a reporting simplification option on IRS Forms 1094-C/1095-C. It allows an ALE to skip reporting certain details if they offer coverage to at least 98% of full-time employees.

Correct answer is C - 98% Offer Method

References:

IRS Employer Shared Responsibility Provisions

APA Payroll Source - ACA Compliance Section

IRS Instructions for Forms 1094-C and 1095-C

NEW QUESTION # 44

Payroll customer service objectives and goals include all of the following principles EXCEPT:

- A. empathy.
- B. assurance.
- C. sympathy.
- D. reliability.

Answer: C

Explanation:

Effective customer service in a payroll department is built on several key principles: Assurance (knowledge and courtesy), Empathy (recognizing and understanding the customer ' s situation), and Reliability (the ability to perform the service accurately and dependably). These principles ensure that employees feel supported and that their pay-related issues are handled professionally.

However, sympathy (Option D) is generally not considered a professional service objective. While empathy involves understanding and validating another person ' s feelings to facilitate communication, sympathy involves feeling pity for someone, which can lead to biased decision-making or a lack of focus on the objective resolution of the issue. Payroll professionals must maintain professional boundaries while being helpful, ensuring that all employees are treated consistently according to established company policies and legal regulations.

NEW QUESTION # 45

The employee master file does NOT include:

- A. vacation accrual.
- B. workweek.
- C. withholding information.
- D. hire date.

Answer: B

Explanation:

Comprehensive and Detailed in-Depth Explanation:

The employee master file is a comprehensive record containing essential information about each employee. It typically includes personal details (e.g., name, address, Social Security number), employment information (e.g., hire date, job title), compensation details, benefits information (e.g., vacation accruals), and tax withholding information. The term "workweek" refers to the standard period used by the employer to calculate wages and overtime, which is a company-wide setting rather than specific to individual employees.

Therefore, the correct answer is B. workweek.

NEW QUESTION # 46

A company surprised all employees with a bonus in celebration of the company's 10-year anniversary. Based on the following information for the current workweek, calculate the nonexempt employee's regular rate of pay.

Hourly rate: \$14.00

Night shift differential: 10%

Hours worked day shift: 20

Hours worked night shift: 20

Bonus: \$250.00

- A. \$14.00
- B. \$14.70
- C. \$20.95
- D. \$20.25

Answer: C

Explanation:

To calculate the regular rate of pay for a nonexempt employee, an employer must divide the "total remuneration" for employment in any workweek by the total number of hours actually worked. Total remuneration includes base pay, shift differentials, and non-discretionary bonuses. Calculation:

* Day Shift Pay: 20 hrs x \$14.00 = \$280.00.

* Night Shift Pay: 20 hrs x (\$14.00 x 1.10) = 20 x \$15.40 = \$308.00.

* Total Earnings: \$280 + \$308 + \$250 (bonus) = \$838.00.

* Regular Rate: \$838.00 / 40 total hours = \$20.95 . Because this anniversary bonus was given to all employees and was not a "gift" in the legal sense (as it was tied to their employment), it must be included in the regular rate for overtime purposes.

NEW QUESTION # 47

When a federal tax levy is in place for an employee, the amount of the employee's wages that must be remitted to satisfy the levy is the amount remaining after the exempt amount has been subtracted from the employee's:

- A. gross pay
- B. disposable pay
- C. federal taxable pay
- D. take-home pay

Answer: B

Explanation:

Comprehensive and Detailed in-Depth Explanation:

Disposable pay= gross wages minus mandatory deductions (FIT, FICA, SIT). A federal tax levy is applied after subtracting the exempt amount from disposable pay.

* Not based on gross or federal taxable pay.

* IRS Publication 1494 provides exemption tables.

NEW QUESTION # 48

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