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## APA Certified Payroll Professional Sample Questions (Q14-Q19):

### NEW QUESTION # 14

To exhibit good customer service skills, payroll staff must understand and be able to explain:

- A. payroll forms

- B. benefits enrollment techniques
- C. strategic departmental direction
- D. system design decisions

**Answer: A**

#### NEW QUESTION # 15

Using the wage bracket method, calculate the net pay.

Hourly rate: \$10.00

Second shift differential: \$1.50 per hour

Third shift differential: \$2.50 per hour

Second shift hours worked: 35

Third shift hours worked: 5

Pay frequency: Weekly

2023 Form W-4: Single or married filing separately

No state or local income taxes

- A. \$392.43
- B. \$358.40
- C. \$429.43
- D. \$411.43

**Answer: A**

Explanation:

To calculate the net pay, we first determine the gross earnings:  $(35 \text{ hours}) \times \$11.50 + (5 \text{ hours}) \times \$12.50 = \$402.50 + \$62.50 = \$465.00$ . Next, we calculate FICA taxes. Using the 7.65% rate (6.2% for Social Security and 1.45% for Medicare), the deduction is  $\$465.00 \times 7.65\% = \$35.57$ .

For Federal Income Tax (FIT), using the 2023 Wage Bracket tables for a Single filer on a weekly pay frequency with a gross of  $\$465$ , the withholding amount is approximately  $\$37.00$ . Finally, subtracting these deductions from the gross pay results in the net pay:  $\$465.00 - \$35.57 - \$37.00 = \$392.43$ .

Accurate calculation requires including all shift differentials in the gross pay before applying tax tables. This ensures that employees are taxed correctly on their total remuneration and that the employer remains compliant with IRS withholding requirements.

#### NEW QUESTION # 16

An employer's health plan must certify that it meets all of the following minimum requirements to avoid ESR liabilities EXCEPT:

- A. providing statements to all full-time employees.
- B. meeting at least one of the three affordability safe harbors.
- C. offering coverage to at least 95% of full-time employees.
- D. covering less than 60% of the total allowed cost of benefits.

**Answer: D**

Explanation:

Under the Affordable Care Act (ACA), Applicable Large Employers (ALEs) must provide "minimum essential coverage" to avoid Employer Shared Responsibility (ESR) penalties. This includes offering coverage to at least 95% of full-time employees (Option B) and ensuring that the coverage is "affordable" based on IRS safe harbors (Option C). Additionally, the plan must provide "minimum value," meaning it must cover at least 60% of the total allowed cost of benefits. Therefore, covering less than 60% (Option D) would be a failure to meet the standard and would trigger ESR liability. ALEs must also fulfill reporting requirements by providing Form 1095-C statements to employees to prove that the coverage offered met these statutory standards.

#### NEW QUESTION # 17

Who of the following most likely is an independent contractor?

- A. A repairman who is called periodically to perform maintenance on the PC's of a dental office.
- B. A commissioned salesman who works from his home.
- C. A person normally employed in the mail room who comes in after hours to clean the offices.

- D. A retiree called back to work on a temporary basis

**Answer: A**

### NEW QUESTION # 18

Employee Cindy's employer remits to her payment of \$620 in 2009 for substantiated meal expenses she incurred while moving from her old residence to her new work location. What amount of this expense, if any is excluded from Cindy's federal taxable wages?

- A. \$0
- B. \$496
- C. \$310
- D. \$620

**Answer: A**

### NEW QUESTION # 19

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