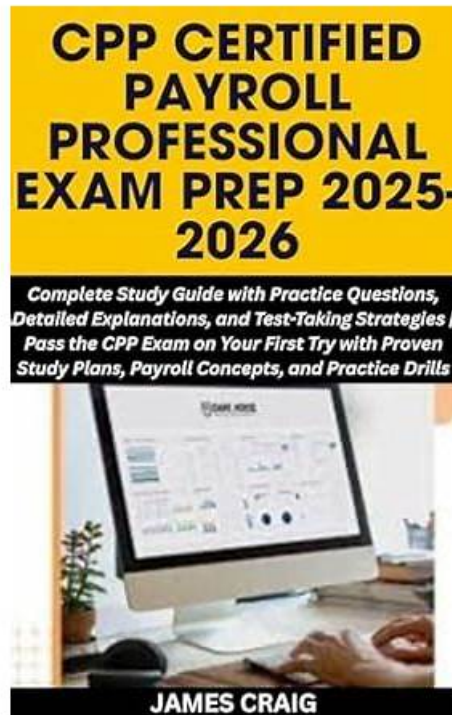


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APA Certified Payroll Professional Sample Questions (Q181-Q186):

NEW QUESTION # 181

When wages are considered abandoned, employers must file a report containing all of the following information EXCEPT:

- A. payment date
- B. employee 's name
- C. employee identification number
- D. amount of check

Answer: C

NEW QUESTION # 182

Prior to a company changing the pay frequency from biweekly to semimonthly, all of the following issues should be considered EXCEPT the:

- A. overlapping workdays for nonexempt employees.
- B. tax depositor status.
- C. flexibility of the time and attendance system.
- D. impact on benefit deductions.

Answer: B

Explanation:

Changing a pay frequency is a significant operational shift that requires careful planning. Employers must consider the impact on benefit deductions, as monthly premiums must be redistributed across 24 pay periods instead of 26. They must also ensure the time and attendance system can accommodate the varying number of workdays in semimonthly periods. Crucially, for nonexempt employees, the 40-hour workweek must still be tracked to calculate overtime, even if the pay period ends mid-week. However, "tax depositor status" (Option A) is not impacted by pay frequency. Depositor status (monthly vs. semiweekly) is determined by the total tax liability reported during a lookback period defined by the IRS, regardless of how often the employees are actually paid.

NEW QUESTION # 183

An exempt employee is paid a weekly base salary of \$600.00. In one week the employee worked 46 hours and earned \$500.00 in commissions. Under the FLSA, how should the employee be paid?

- A. Pay the employee base salary and commission only.
- B. Pay the employee base salary, six hours at time-and-a-half, and commission.
- C. Pay the employee base salary, six hours at regular rate of pay, and commission.
- D. Pay the employee base salary, six hours at straight time, and commission.

Answer: A

Explanation:

Under the FLSA, employees classified as "exempt" (such as those meeting the administrative, professional, or executive duties tests and salary level requirements) are not required to be paid overtime for hours worked over 40 in a workweek. Since the question specifies the employee is exempt, they are only entitled to their agreed-upon compensation-in this case, the \$600 weekly base salary and the \$500 in earned commissions.

Working 46 hours does not trigger an overtime premium for an exempt worker. It is important for payroll to verify that the salary (\$600) still meets the minimum salary threshold for exempt status, which as of 2024 /2025 has increased significantly. If the employee were nonexempt, the commission would need to be included in the "regular rate of

pay " calculation to determine the overtime premium.

NEW QUESTION # 184

Two types of expatriate reimbursement policies are:

- A. Tax protection and tax reduction
- B. Tax relief and tax reduction
- C. Tax equalization and tax relief
- D. Tax protection and tax equalization

Answer: D

NEW QUESTION # 185

Based on the following information, what is the MAXIMUM amount, if any, the employer can deduct from the employee ' s wages for uniforms?

Hourly rate: \$7.75

Hours worked: 30

Pay frequency: Weekly

Uniform deduction: \$45.00

- A. \$0.50
- B. \$0.00
- C. \$15.00
- D. \$45.00

Answer: B

Explanation:

Comprehensive and Detailed in-Depth Explanation:

Under the Fair Labor Standards Act (FLSA), deductions for uniforms cannot reduce an employee ' s wages below the federal minimum wage. As of 2025, the federal minimum wage is \$7.25 per hour. For 30 hours of work, the minimum wage earnings would be $30 \text{ hours} \times \$7.25/\text{hour} = \$217.50$. The employee ' s actual earnings are $30 \text{ hours} \times \$7.75/\text{hour} = \$232.50$. The difference between actual earnings and minimum wage earnings is \$15.00. Therefore, the maximum allowable uniform deduction is \$15.00. However, since the proposed deduction is \$45.00, which exceeds the allowable amount, the employer cannot deduct the \$45.00 without violating the minimum wage requirement. Therefore, the correct answer is A. \$0.00.

References:

The Payroll Source, Chapter 2: Federal Wage-Hour Laws

NEW QUESTION # 186

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