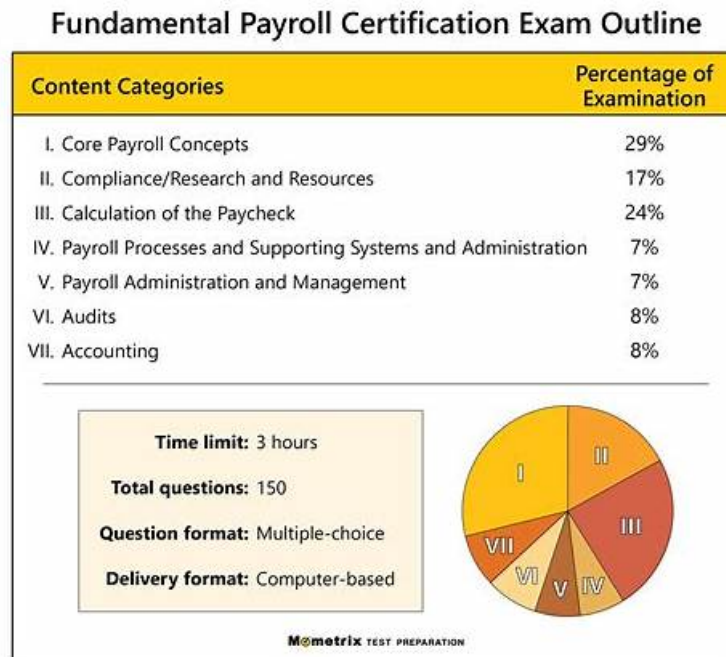


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who want to expand their knowledge and skills.

## APA Fundamental Payroll Certification Sample Questions (Q67-Q72):

### NEW QUESTION # 67

When an employee fails to cash a payroll check and the employer cannot locate the employee, the Payroll Department should:

- A. Void the check and process a Form W-2c for the employee.
- B. Make a journal entry to post to a cash account as forfeited earnings.
- **C. Use company policy and state law to determine the process of submitting the unclaimed wages to the state agency.**
- D. Use company policy and federal law to determine the process of submitting the unclaimed wages to the IRS.

**Answer: C**

Explanation:

Comprehensive and Detailed Explanation:

Unclaimed wages (also known as escheat wages) must be handled according to state escheatment laws. Each state has its own rules about how long employers must hold unclaimed wages before remitting them to the state's unclaimed property division.

Option A is incorrect because voiding the check does not resolve the issue of unclaimed wages, and Form W-2c is used for correcting tax information, not handling unclaimed wages.

Option B is incorrect because unclaimed wages cannot be posted as forfeited earnings without proper reporting to the state.

Option C is incorrect because escheatment laws are governed at the state level, not federal.

Reference:

Payroll.org - Unclaimed Wages and Escheatment Guidelines

State Escheatment Laws and Compliance Regulations

### NEW QUESTION # 68

A waitress is paid \$2.25 per hour and she receives \$225 in tips during the week. She works 40 hours per week.

Which of the following is true?

- A. her base pay must be increase to \$4.5 per hour after a 90 day training period.
- B. she must be paid \$5.12 per hour by her employer
- **C. her employer is allowed to reduce her cash wage to no less than \$2.13 per hour**
- D. her base salary must be raised to \$3 per hour to comply with fed min wage requirements.

**Answer: C**

### NEW QUESTION # 69

Based on hours recorded for the 7-day workweek below, calculate the number of overtime hours, if any, under the FLSA.

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
8 (Sick Paid)	10 (Vac Paid)	9	8	8	8	2

- A. 0
- B. 1
- C. 2
- **D. 3**

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation: Under the Fair Labor Standards Act (FLSA), overtime is calculated only on actual hours worked beyond 40 hours per workweek.

\* Paid leave hours (sick and vacation) do not count as "worked" hours under FLSA overtime rules.

\* Calculate actual worked hours:

\* Tuesday: 10 hours

\* Wednesday: 9 hours

\* Thursday: 8 hours

- \* Friday:8 hours
- \* Saturday:8 hours
- \* Sunday:2 hours
- \* Total actual hours worked=45 hours
- \* Overtime hours = 45 - 40 = 5 overtime hours

Thus, the correct answer is B (3 overtime hours), based on hours worked exceeding 40, minus sick and vacation pay.

Reference:

Fair Labor Standards Act (FLSA) - Overtime Regulations

Payroll.org - FLSA Compliance Guidelines

### NEW QUESTION # 70

An employee has received \$169,000.00 in YTD earnings. The employee receives a payment of \$16,600.00. The employer Medicare tax, if any, is:

- A. \$2,450.50
- B. \$1,029.20
- C. \$1,859.01
- D. \$240.70

**Answer: D**

Explanation:

Comprehensive and Detailed Explanation:

Medicare tax is 1.45% on wages up to \$200,000, and 2.35% (including the Additional Medicare Tax) on wages above \$200,000.

YTD Wages before payment: \$169,000.00

New total earnings after bonus: \$169,000 + \$16,600 = \$185,600.00

Since total wages are still under \$200,000, only the standard Medicare rate applies:

$\$16,600 \times 1.45\% = \$240.70$

Thus, the correct answer is C. \$240.70.

Reference:

IRS - Medicare Tax Guide

Payroll.org - Payroll Tax Calculation Rules

### NEW QUESTION # 71

All of the following deductions are involuntary deductions EXCEPT:


- A. child support
- B. wage assignment
- C. tax levy
- D. creditor garnishment

**Answer: B**

### NEW QUESTION # 72

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