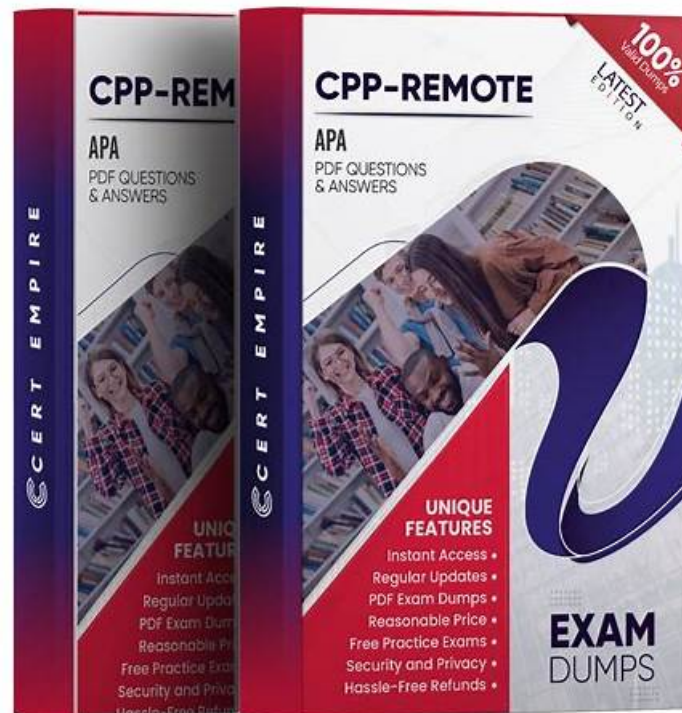


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## APA Certified Payroll Professional Sample Questions (Q29-Q34):

### NEW QUESTION # 29

The general term that describes the ability for employees to make changes to certain data in their own records within the payroll or HR system is called:

- A. Extranet
- B. Employee empowerment

- C. Employee self-service
- D. Enabled systems

**Answer: C**

#### NEW QUESTION # 30

Using the percentage method, calculate the net pay for an exempt employee using the following information:

- \* Total YTD wages: \$115,000.00
- \* Annual salary: \$130,000.00
- \* Pay frequency: Biweekly
- \* 2019 Form W-4: Married, 3 allowances
- \* 401(k) deferral: 10% of salary

- A. \$3,477.44
- B. \$4,144.88
- C. \$3,740.48
- D. \$3,729.98

**Answer: D**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

\* Gross pay per period:  $\$130,000 \div 26 = \$5,000.00$

\* 401(k) deferral: 10% of \$5,000 = \$500

\* Taxable wages =  $\$5,000 - \$500 = \$4,500$

Now using the 2019 IRS Percentage Method for Married with 3 allowances:

\* Each allowance = approx. \$159.60 per pay period #  $3 \times \$159.60 = \$478.80$

\*  $\$4,500 - \$478.80 = \$4,021.20$  (taxable income for FIT)

\* Apply IRS tax table (based on 2019 tables; simplified example):

Let's say the FIT withheld = \$482.52 (approximate for this band)

Then add:

\* FICA: SS ( $\$5,000 \times 6.2\%$ ) = \$310.00

\* Medicare ( $\$5,000 \times 1.45\%$ ) = \$72.50

Deductions:

\* \$500 (401k)

\* \$482.52 (FITW)

\*  $\$310.00 + \$72.50 = \$382.50$  (FICA total)

Total deductions = \$1,365.02

Net pay =  $\$5,000 - \$1,365.02 = \$3,634.98$  Closest match: B. \$3,729.98

#### NEW QUESTION # 31

An integrated HRIS offers the advantage of:

- A. Improved security of confidential payroll
- B. Decreased requirements for technical improvements
- C. Enhanced screen display of employee data
- D. Reduced effort in the maintenance of employee records

**Answer: D**

#### NEW QUESTION # 32

Using the percentage method, calculate the net pay for an exempt employee based on the following information:

- \* YTD Wages: \$62,500.00
- \* Annual Salary: \$87,000.00
- \* Pay Frequency: Semi-monthly
- \* 401(k) Deferral: \$181.25
- \* Section 125 Cafeteria Plan: \$125.00

- \* Charitable Contribution:\$4.17
- \* Form W-4 (2019):Married, 2 allowances
- \* State:No state income tax

- A. \$2,656.62
- B. \$2,557.20
- C. \$2,749.40
- D. \$2,792.36

**Answer: A**

Explanation:

Comprehensive and Detailed in Depth Explanation:

- \* Gross Pay per period(Semi-monthly):  $\$87,000 / 24 = \$3,625.00$
  - \* Pre-tax deductions:
  - \* 401(k) = \$181.25
  - \* Section 125 = \$125.00
  - \* Taxable wages =  $\$3,625 - \$181.25 - \$125 = \$3,318.75$
  - \* Use IRS 2019 Percentage Method Table (Married, 2 allowances):
  - \* 2 allowances =  $\$177.00 \times 2 = \$354.00$  per period
  - \* Taxable after allowances:  $\$3,318.75 - \$354 = \$2,964.75$
  - \* Federal Income Tax (estimate using 2019 semimonthly tables)# \$570.51
  - \* FICA Taxes:
  - \* Social Security:  $\$3,625 \times 6.2\% = \$224.75$
  - \* Medicare:  $\$3,625 \times 1.45\% = \$52.56$
  - \* Charitable contributions are post-tax = no impact here.
  - \* Net Pay:  $\$3,625 - \$181.25 - \$125 - \$570.51 - \$224.75 - \$52.56 = \$2,656.62$
- #This matches Answer B

### NEW QUESTION # 33

Under IRS suggested guidelines, an employee should be allowed a maximum of how many days after receiving an expense advance to provide substantiation for the amount to the employer?

- A. 90 days
- B. 60 days
- C. 45 days
- D. 30 days

**Answer: B**

### NEW QUESTION # 34

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