



## General Information for Maintaining the FPC Recertification Program Log

In order to maintain certification, FPCs must accumulate a minimum of 60 qualifying Recertification Credit Hours (RCHs) within the recertification period and remit the appropriate recertification fees OR retake and pass the Fundamental Payroll Certification Examination. When recertifying through continuing education, each program must be recorded in the Program Log section of this file or on an Excel spreadsheet with the same information as the Program Log. Documentation verifying participation must also be retained in the event you are randomly selected for a mandatory audit.

### The Recertification Period

For FPCs recertifying for the first time, or FPCs recertifying through reexamination, the recertification period begins the day certification is attained through December 31, three full calendar years later. For example, for a certification attained in 2019, the FPC has from the date of certification until December 31, 2021, to obtain 60 qualifying RCHs.

For FPCs who have recertified at least once through continuing education, the recertification period begins January 1 of the year following recertification and ends on December 31 of the third year following recertification. For example, for recertification at the end of 2018, the FPC has from January 1, 2019, through December 31, 2021, to obtain 60 qualifying RCHs.

### Determining if Continuing Education Meets PayrollOrg Requirements for Recertification

The following checklist will assist in determining if continuing education programs meet PAYO's standards in qualifying for FPC recertification.

For a program to qualify toward recertification, you must be able to answer YES to all of the following questions:

- Does the content of the program fall within the Content Outline for the Fundamental Payroll Certification (FPC) or Certified Payroll Professional (CPP) Examination?  
**OR**
- Does the content of the program fall within the definition of payroll industry? Payroll industry is defined as: production, reporting, accounting, systems, taxation, administration, education/consulting.
- Is the program geared toward professionals in the field of payroll? For example, a program entitled "Stress Management" would need further evaluation to determine if the subject matter specifically targets the types of stress payroll professionals encounter on the job (e.g., tackling year-end, dealing with tax protestors or angry employees).
- Was the program attended during the applicable recertification period?

- Is the program provider a PAYO Approved Provider?  
**AND**
- Does the proof of attendance or program agenda display the PAYO Approved Provider Logo?

### Recertification Process

An email notice is sent to CPPs in the spring of the year in which their certification is due for renewal, and a reminder email is sent in November. If recertifying through continuing education, FPCs have until early February of the year following the recertification period to submit recertification information to PAYO. The recertification fee for the CPP designation [may be paid online](#). To submit payment, login to the PayrollOrg website, and visit the recertification page for instructions. NOTE: Only the program log and recertification fee are required to be submitted (not the applicable documentation unless audited).

If recertifying through reexamination, FPCs must take and pass the FPC exam during the year their certification is due for renewal.

FPCs not meeting the recertification requirements or who fail to submit the applicable information and/or fee(s) will lose their FPC designation retroactive to December 31 of the year in which the recertification was due.

### FPC and CPP Certifications

If, during the recertification period, an FPC attains the CPP designation, FPC recertification is not applicable. A new recertification period begins and is governed by the procedures for CPP recertification.

### Late Recertification Submissions

Recertification logs and/or fees received on or after February 15 and prior to June 1 of the same year, will be assessed a late fee. This fee is in addition to the regular recertification fee. Recertification logs and/or fees received between June 1 and December 31 of the same year will be assessed a reinstatement fee. The reinstatement fee is in addition to both the late fee and the regular recertification fee. **NOTE: Mandatory audit is required for all reinstatements.**

### Mandatory Audit

Ten percent of recertifying FPCs are randomly selected for an audit. If selected, a notice and detailed instructions for the audit process will be sent on or before March 16 of the year following the certification renewal year if submission is not considered late.

If selected for audit, in addition to the program log and recertification fee, ALL applicable copies of documentation proving program completion MUST be submitted to PAYO's Certification Department for review.

## General Information *(continued)*

### Contact Us

For questions, comments, or concerns relating to recertification, please contact us at [recert@payroll.org](mailto:recert@payroll.org) or (210) 226-4600 ext 3001.

**It is extremely important to keep your contact information current with PayrollOrg.** If you know your user ID and password please update your profile at Payroll.org OR if you need your user ID and password, contact Membership Services:(210)224-6406 or email: Customer Service@Payroll.org

## Instructions for Recording RCHs

**As you accumulate qualifying recertification credit hours, record the following information on the program log:**

**Date:** Enter the date(s) on which a qualifying program was attended.

**Program Attended:** List the title/name of each qualifying program attended as a participant and/or instructor during the recertification period. In addition to all PAYO National courses, seminars, and conferences, other programs providing learning opportunities within the exam content outline include, but are not limited to, approved PAYO local chapter meetings, regional, or statewide conferences; college or university courses; and vendor or third-party programs offered by approved providers. All programs must cover material within the FPC or CPP exam content outline or within the areas defined as the payroll industry and must focus on increasing knowledge and/ or skills in the practice of payroll. Payroll industry is defined as: production, reporting, accounting, systems, taxation, administration, education/consulting.

**NOTE:** RCHs can be logged only once per program attended, as a participant and/or instructor, within a calendar year. For example, attendance as a participant and/or instructor of PAYO's Payroll Practice Essentials in February and again in June qualifies only for the initial 18 RCHs earned in February.

**Content Code/Payroll Area/PAYO Code:** Enter the PAYO Approved Provider or Chapter code. For example, 21HKG2101 or DC012106. For all non-PAYO National programs - Verify that the course has been pre-approved through PAYO's Approved Provider Program. Then, enter the applicable numeric/alpha course code listed on the Approved Provider List by Year. PAYO National programs do not require a numeric/alpha content code or payroll industry area. **PAYO National programs do not require a numeric/ alpha content code or payroll industry area.**

*If you are uncertain whether non-PAYO programs qualify for RCHs towards FPC recertification, please contact PAYO's Certification Department at [recert@payroll.org](mailto:recert@payroll.org) or (210) 226-4600 ext 3001.*

**Approved Provider's Company Name:** Enter the name of the organization, college, or university offering the program.

**Type of Documentation:** Enter the type of documentation provided as proof of program completion. Acceptable documentation: PAYO's participant Thank You Letter; certificate of participation or proof of completion; official transcript, or certificate of participation or proof of completion with PAYO's Approved Provider Logo displayed. It is not necessary to submit the documentation when recertifying. However, you must retain all documentation and submit it to PAYO's Certification Department if you are randomly selected for a mandatory audit.

**RCHs:** Enter the applicable approved Recertification Credit Hours (RCHs) for each program attended. RCHs are the official recertification unit for all those certified by the PayrollOrg In order to recertify through continuing education, qualifying RCHs must total at least 60. RCHs in excess of 60 cannot be carried over into the next recertification period.

RCHs are defined as the number of actual educational clock hours spent as a participant or instructor in direct participation in a structured educational format. Lunch, breaks, exhibit hall times, and time spent on general business topics at chapter or company meetings are not included as educational time. Partial hours must be rounded down to the next lowest half-hour. Thus, a program one hour and forty-five minutes in length is rounded to 1.5 RCHs. Convert CEUs, CPE credits, and semester or quarter credits to RCHs for the purpose of logging recertification information.

### Recertification Credit Hour Conversion Chart

One (1) Continuing Education Unit (CEU) .....	10 RCHs
One (1) Semester Credit .....	10 RCHs
One (1) Quarter Credit .....	5 RCHs

The conversion for CPE credits to RCHs is the number of CPE credits, multiplied by 50, divided by 60, rounded down to the nearest 30 minute increment. Example: 7 CPE credits x 50 = 350; 350/60 = 5.83; rounded down to 5.5 RCHs. Whereas 8 CPE credits equate to 6.5 RCHs.



