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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• Payroll Administration and Management: This section of the exam measures skills of Payroll Managers and covers administrative oversight and leadership within payroll departments. It includes establishing and enforcing payroll policies, developing management practices, and ensuring effective communication and customer service. Candidates are also evaluated on their ability to manage staffing, promote employee development, and maintain essential core competencies within payroll teams.

Topic 2	- Calculation of the Paycheck: This section of the exam measures skills of Payroll Analysts and covers the detailed components involved in calculating employee pay. It focuses on regular and fringe compensation, tax calculations, and both involuntary and voluntary deductions. Candidates are required to accurately determine employer contributions and total payroll amounts to ensure precise and compliant paycheck processing.
Topic 3	- Compliance, Research, and Resources: This section of the exam measures the skills of Payroll Compliance Officers and covers the legal and regulatory framework governing payroll processes. It includes escheatment, legislative updates, and regulatory reporting requirements, along with proper record retention and penalty management. Candidates are also expected to understand multi-state taxation, reciprocity rules, and global payroll considerations while efficiently researching and applying compliance resources.
Topic 4	- Payroll Process and Supporting Systems and Administration: This section of the exam measures skills of Payroll Systems Administrators and covers the operational and technical aspects of payroll management. It focuses on maintaining employee master files, understanding payroll system functionalities, and ensuring business continuity through effective technology use. Candidates must also demonstrate knowledge of system upgrades, maintenance, and project implementation within payroll environments.

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Esri ArcGIS Pro Associate 2025 Sample Questions (Q11-Q16):

NEW QUESTION # 11
A GIS technician has a feature class that contains thousands of features. The technician needs to control when certain features within the feature class draw on the map as they zoom in or out.
Which method should be used to accomplish this?

- A. Display filters
- B. Visibility range
- C. Definition query

Answer: B

Explanation:
Visibility range (also called scale range) controls at what zoom levels a layer or features are displayed. This allows the map to automatically hide features when zoomed out too far, improving performance and reducing clutter, while showing detailed features as the user zooms in.
* Definition query (Option A) filters features based on attribute values, not map scale.
* Display filters (Option C) filter features at specific scales but require advanced configuration; visibility range is more direct for simple scale-based drawing control.
Therefore, the correct answer is B.
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NEW QUESTION # 12
A GIS analyst is working with a dataset that contains state information for the entire country of the United States. The analyst needs to run analysis and create maps for only the State of Idaho. The analyst does not want to manage multiple datasets.
Which method should the analyst use?

- A. Change symbology to Unique Values > Add only Idaho to Classes
- B. Select Idaho in the map and use Export Features
- C. Create a Definition Query on the layer Where 'State' = "Idaho"

Answer: C

Explanation:
Definition Queries filter the data at the layer level based on SQL expressions without creating new datasets.
This allows the analyst to limit the data being displayed and analyzed to Idaho while continuing to use the full dataset behind the scenes.
* Changing symbology (Option A) changes display but does not filter the data for analysis.
* Export Features (Option C) creates a separate dataset, which the analyst wants to avoid.
Therefore, the correct answer is B.

NEW QUESTION # 13
Which workflow should be used to share a map as a TIFF file?

- A. Share > Print Map
- B. Share > Export Map
- C. Share > Capture To Clipboard

Answer: B

Explanation:
Export Map under the Share tab provides options to export maps into various formats, including TIFF, PDF, PNG, JPEG, and others. This is the standard workflow for creating a high-quality raster file suitable for sharing and archiving.
* Print Map (Option A) is for sending the map directly to a printer.
* Capture To Clipboard (Option C) copies the current map extent as an image to the clipboard for temporary use, not for file creation.
Therefore, the correct answer is B.
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NEW QUESTION # 14
A GIS analyst wants to change the coordinate system of a hydrant dataset from WGS 1984 to NAD 1983 UTM Zone 15N. Which tool will allow the data to be correctly transformed into the new coordinate system?

- A. Define Projection
- B. Project Raster
- C. Project

Answer: C

Explanation:
The Project tool is used to permanently transform vector data from one coordinate system to another. It accurately applies transformation parameters between WGS 1984 and NAD 1983 UTM Zone 15N for feature classes such as hydrants (point data).
* Define Projection only assigns a coordinate system when one is missing or incorrect; it does not transform coordinates.
* Project Raster applies to raster datasets, not vector feature classes like hydrants.
Therefore, the correct answer is C.
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NEW QUESTION # 15
An organization with many editors needs to know when features have been created and edited, as well as who edited the features. Where should the GIS administrator enable this capability?

- A. The Manage options accessed by right-clicking the feature dataset
- B. The Manage options accessed by right-clicking geodatabase
- C. The Design options accessed by right-clicking the shapefile

Answer: A

Explanation:
Editor tracking (which records who edited a feature and when) is enabled on individual feature classes or feature datasets in a geodatabase under the Manage menu. Shapefiles do not support editor tracking.
* The geodatabase (Option A) controls higher-level administrative functions but not editor tracking.
* Shapefiles (Option B) do not support editor tracking.
* The feature dataset (Option C) allows enabling editor tracking for included feature classes.
Therefore, the correct answer is C.
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NEW QUESTION # 16

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