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EAPA_2025 Sheet



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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Accounting: This section of the exam measures skills of Payroll Accountants and covers the financial principles tied to payroll reporting. It includes the preparation of payroll journal entries, application of accounting principles, and accurate financial reporting of payroll expenses. Candidates must ensure the integrity of payroll data within the organization's accounting systems and support financial audits through proper reconciliation and documentation.
Topic 2	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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 4	<ul style="list-style-type: none"> • 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.
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Esri ArcGIS Pro Associate 2025 Sample Questions (Q34-Q39):

NEW QUESTION # 34

A GIS technician has crop field data and is working with a dimension feature class. The technician wants to get measurements for all features from the same starting location.

Which editing tool should the technician use to complete the task?

- A. Simple aligned
- B. Continue dimensions
- C. **Baseline aligned**

Answer: C

Explanation:

The Baseline Aligned dimension tool is used when multiple measurements need to originate from a common baseline. This is exactly the case when measuring multiple crop fields from the same starting location, ensuring consistent and aligned measurements across features.

* Simple Aligned creates individual dimension lines between two points but not aligned from a single baseline.

* Continue Dimensions adds dimensions that continue from the endpoint of the previous dimension but is not intended for measurements from a common baseline.

* Baseline Aligned properly anchors all measurements to the same origin point.

Therefore, the correct answer is B.

NEW QUESTION # 35

A GIS analyst must identify when and where bicycle accidents occur throughout a specific city within a one- year period. The data provided includes bicycle accidents for the entire state and spans a three-year period.

The analyst wants to limit visibility and geoprocessing to the features of interest.

Which workflow should the analyst follow?

- A. Zoom to the study area in the map
- B. **Apply a definition query to the layer**
- C. Apply a display filter to the layer

Answer: B

Explanation:

Definition queries limit the dataset used for both display and geoprocessing by applying SQL-based expressions to filter the data. This allows the GIS analyst to restrict all map display, analysis, and processing operations to only the records that meet the defined criteria (city and one-year period).

* Display filters only limit what is visually shown but do not impact geoprocessing.

- * Zooming merely changes the map extent but has no filtering effect on data.
- * Definition queries fully restrict the dataset for both visualization and processing.

Therefore, the correct answer is A.

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NEW QUESTION # 36

In ArcGIS Pro, which tool should be used to change the coordinate system of a dataset to a different coordinate system?

- A. Convert Coordinate Notation
- **B. Project**
- C. Define Projection

Answer: B

Explanation:

The Project tool is used to permanently convert data from one coordinate system to another, recalculating coordinates to match the new spatial reference.

- * Define Projection assigns a spatial reference to datasets that do not have one but does not transform coordinates.
- * Convert Coordinate Notation converts coordinate formats (such as MGRS, UTM, DMS) but not spatial references.

Therefore, the correct answer is B.

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NEW QUESTION # 37

A GIS analyst receives a feature class with a unique date-time attribute. Each feature contains a single time field. Once the feature class is added to a map view, the layer can be time-enabled.

Which workflow should be used to enable the temporal attribute so that this layer can use the time slider?

- A. In the Feature Class Properties > from the Source tab
- B. In the Map Properties > from the General tab
- **C. In the Layer Properties > from the Time tab**

Answer: C

Explanation:

Time enabling a layer is done through the Layer Properties under the Time tab. This allows the analyst to specify the date-time field for use with the time slider, enabling temporal visualization directly in the map.

- * Map Properties (Option B) does not handle time configuration for individual layers.
- * Feature Class Properties (Option C) shows field details but does not enable time functionality.

Therefore, the correct answer is A.

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NEW QUESTION # 38

A GIS specialist is publishing a layer to their portal for use by field crews. These crews will not always have internet connection. They need to edit existing features based on inspections, but they should not be able to delete features. How should the layer be configured to support the field crews?

- A. Enable editing > Allow editors to update feature attributes only > Check Export Data
- B. Enable editing > Allow editors to add features only > Check Enable Sync
- **C. Enable editing > Allow editors to update feature attributes only > Check Enable Sync**

Answer: C

Explanation:

Enable Sync allows offline editing by field crews. Setting the editing options to allow editors to update feature attributes only ensures that field staff can modify existing records but not delete them. This configuration supports disconnected editing while preserving data integrity.

- * Export Data (Option B) enables data export but does not support offline sync editing workflows.
- * Add features only (Option C) would prevent the crews from updating existing features, which is part of their task.

Therefore, the correct answer is A.

NEW QUESTION # 39

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