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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">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 3	<ul style="list-style-type: none"> • 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.
Topic 4	<ul style="list-style-type: none"> • Core Payroll Concepts: This section of the exam measures skills of Payroll Specialists and covers the fundamental principles of payroll operations. It focuses on worker classification, compliance with the Fair Labor Standards Act, employment tax handling, and management of employee benefits. Candidates must understand employee and employer forms, professional responsibility in payroll management, and methods and timing of employee compensation to ensure accurate and lawful payment practices.
Topic 5	<ul style="list-style-type: none"> • Audits: This section of the exam measures skills of Payroll Auditors and covers the internal and external auditing processes of payroll operations. It focuses on implementing internal controls, ensuring system integrity, and maintaining compliance with audit policies and procedures. Candidates must understand how to assess third-party controls and coordinate audit activities to safeguard payroll accuracy and financial accountability.
Topic 6	<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.

Esri ArcGIS Pro Associate 2025 Sample Questions (Q74-Q79):

NEW QUESTION # 74

A GIS analyst is trying to buffer single point features one at a time within a feature class by interactively selecting it in a map before buffering. Multiple points are being selected, although one row in the attribute table is highlighted. The analyst does not want to modify the original data.

Which tool should be used to solve this issue?

- A. Explode
- B. Multipart To Singlepart
- C. Split

Answer: B

Explanation:

The Multipart To Singlepart tool separates multipart features into individual single-part features. This ensures that when selecting a feature, only the intended single feature is selected, rather than selecting multiple points grouped in a multipart feature.

* Explode (Option A) is not a valid geoprocessing tool for this scenario.

* Split (Option C) is used for dividing features, not separating multipart features.

Therefore, the correct answer is B.

NEW QUESTION # 75

A GIS specialist is adding fields to an existing table using the Add Field geoprocessing tool to conduct analysis. The type of analysis requires numeric data that stores information to 4 decimal points.

Which field type and associated precision and scale meets these requirements?

- A. Long - Precision 4, Scale 4
- B. Float - Precision 4, Scale 4
- C. Double - Precision 3, Scale 4

Answer: C

Explanation:

Double field type supports high-precision floating-point numbers suitable for storing data with multiple decimal places. Precision

controls the total number of digits; scale controls the number of digits to the right of the decimal.

* Float has lower precision and is not recommended for accurate decimal storage.

* Long is an integer type and cannot store decimals.

* Double with Precision 3 and Scale 4 allows storing up to 4 decimal places as required.

Therefore, the correct answer is B.

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NEW QUESTION # 76

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

Answer: B

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 # 77

A cartographer is creating a 3D scene of campgrounds in a national park. The facilities on the campground have been symbolized using simple 2D point symbols. The cartographer needs to apply a realistic 3D symbology to the facilities features without using a rule package.

Which action should the cartographer take to symbolize the campground facilities?

- A. Change the symbology to a picture fill
- B. Apply a procedural marker symbology
- **C. Use a 3D model marker symbology**

Answer: C

Explanation:

3D model marker symbology allows you to directly assign realistic 3D models (like campgrounds, facilities, buildings) to point features in a 3D scene without requiring a rule package. This makes it the most efficient and visually accurate option for realistic 3D representation.

* Procedural marker symbology (Option A) requires rule packages.

* Picture fill (Option B) applies to polygon fills, not 3D point feature symbology.

Therefore, the correct answer is C.

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NEW QUESTION # 78

A land surveyor downloads an Excel sheet from the city website that contains the updated land cover codes with over 30 classes. Which tool will help the surveyor update their existing land cover data to the new codes?

- **A. Reclass By Table**
- B. Reclassify Field
- C. Classify Raster

Answer: A

Explanation:

The Reclass By Table tool allows the surveyor to import a lookup table (such as an Excel sheet) that contains the old and new land cover codes. This is the most efficient method for batch reclassification when many classes are involved.

* Classify Raster (Option A) is used for unsupervised or supervised classification.

* Reclassify Field (Option C) is not a valid ArcGIS Pro tool for raster data reclassification.

Therefore, the correct answer is B.

NEW QUESTION # 79

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