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## Esri EAPA\_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• 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.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• 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.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

## Esri ArcGIS Pro Associate 2025 Sample Questions (Q57-Q62):

### NEW QUESTION # 57

A GIS specialist is spending too much time editing text (for example, formatting and placement) associated with specific dynamic features in a series of maps they create regularly. The specialist wants to have fine- grain control of each feature's associated text. Which method is most efficient?

- A. Text map notes
- B. Graphic text
- C. Annotation

**Answer: C**

Explanation:

Annotation allows for feature-linked or standard text placement with fine control over positioning, symbology, and formatting. It maintains a link to spatial features when necessary, ensuring consistent updates and control across multiple map products.

\* Graphic text (Option A) is map layout-specific and not dynamic or feature-aware.

\* Map notes (Option C) are simple text features often used for temporary mapping tasks and lack fine control for production mapping.

Therefore, the correct answer is B.

### NEW QUESTION # 58

A GIS specialist creates a model tool to allow others to run analysis on their own data. When users open the model tool, they are unable to configure input data or output location.

How should the specialist expose this functionality to users?

- A. Right-click the model variables > Parameter
- B. Right-click the tool in the model > Create Variable > From Parameter
- C. Right-click the model variables > Open > Properties

**Answer: A**

Explanation:

To make variables editable by users when running a model, you must right-click the model variables and check "Parameter." This exposes the variable as an input or output parameter in the tool interface.

\* Create Variable > From Parameter (Option A) is used when building the model, not when exposing variables.

\* Open > Properties (Option C) accesses variable properties but does not expose parameters for tool users.

Therefore, the correct answer is B.

### NEW QUESTION # 59

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

**Answer: A**

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.

#### **NEW QUESTION # 60**

A land-use classified raster with nine different classes needs to be resampled from 10 x 10 m to 30 x 30 m cell size. The resample tool must be used, and the land classes must be preserved.

Which resampling technique should be used?

- A. Bilinear
- B. Cubic
- C. Nearest

**Answer: C**

Explanation:

For categorical (classified) rasters such as land-use data, Nearest Neighbor interpolation must be used during resampling. This technique preserves the original class values without introducing fractional or interpolated values.

\* Cubic (Option A) and Bilinear (Option B) are interpolation methods suited for continuous data (elevation, temperature, etc.), but will distort categorical data.

Therefore, the correct answer is C.

#### **NEW QUESTION # 61**

A GIS analyst needs to examine the metadata of a feature class not in the map to make sure the thumbnail graphic is current.

What is the recommended workflow to view the metadata feature class?

- A. In the Contents pane > Select the feature layer > From the View tab, click Catalog View
- B. In the Catalog pane, expand the geodatabase > Right-click the feature class > Select View Metadata
- C. In the Contents pane > Right-click the feature layer > Select View Metadata

**Answer: B**

Explanation:

The Catalog pane provides access to datasets not yet added to the map. From there, the user can right-click any dataset (including feature classes) and select View Metadata to view or edit metadata, including the thumbnail.

\* The Contents pane only lists items already in the map.

\* Catalog View (Option B) works if the dataset is already loaded into that view, but directly using the Catalog pane (Option C) is more efficient here.

Therefore, the correct answer is C.

#### **NEW QUESTION # 62**

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