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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 3	• 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 4	• 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 (Q48-Q53):

NEW QUESTION # 48
A GIS analyst has over 100 rasters of the same resolution and dimension. The analyst needs to combine all rasters into one raster so that it is easier to share with other analysts who need to perform analysis on the raster (s).
What should the analyst do?

- A. Create a mosaic dataset and share it on a thumb drive
- B. Use the Mosaic To New Raster geoprocessing tool and share
- C. Publish the rasters as a tile layer and share the link to the layer

Answer: B

Explanation:
The Mosaic To New Raster tool merges multiple input raster datasets into a single raster dataset in a file- based format. This approach simplifies sharing and analysis because the result is a single raster file rather than a collection of rasters. Since all rasters have the same resolution and dimension, this tool is the most efficient solution for permanent combination.
* Mosaic Datasets (Option A) are great for managing large raster collections but remain as collections, not single files.
* Publishing tile layers (Option C) is primarily for web sharing, not file-based sharing or analysis.
Therefore, the correct answer is B.

NEW QUESTION # 49
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 display filter to the layer
- C. Apply a definition query to the layer

Answer: C

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 # 50
A GIS analyst has a standalone table that includes the change in population by county and a layer of counties.
Which method should the GIS analyst use to visualize the change using symbology?

- A. Add a spatial join between the table and layer.
- B. Join the table and layer based on the county field.
- C. Relate the table and layer based on the county field.

Answer: B

Explanation:
To visualize population change, the attribute (change in population) must be accessible to the county feature layer's symbology engine. A Join operation adds the table fields directly to the feature layer's attribute table based on a common key (county field), making the data available for symbology classification.
* Relate creates a temporary relationship but does not merge data for symbology purposes.
* Spatial Join is used when spatial relationships are needed; here, the relationship is attribute-based.
* Join correctly allows the standalone table values to drive symbology on the spatial features.
Therefore, the correct answer is B.

NEW QUESTION # 51
A GIS technician wants to share one layer from their map as a feature service to a portal.
Which workflow should the technician use to accomplish this task?

- A. Right-click the layer > Sharing > Share As Web Layer
- B. Right-click the layer > Sharing > Share As Layer Package
- C. Click the Share tab > Web Layer > Publish Web Layer

Answer: A

Explanation:
Right-clicking the specific layer and selecting "Share As Web Layer" allows the technician to directly publish that individual layer as a feature service to a portal. This avoids sharing the entire map or unrelated layers.
* Share tab > Web Layer (Option A) is used for sharing multiple layers but is less direct for single-layer publishing.
* Layer Package (Option B) creates a package for sharing offline, not a web feature service.
Therefore, the correct answer is C.

NEW QUESTION # 52
A GIS analyst performs an overlay operation between a city polygon layer and voting districts. The analyst observes multiple tiny slivers that are created because the boundaries of the city layer do not exactly overlap the boundaries of the voting district layer. Which environment variable should the analyst use to avoid this in the future?

- A. Setting an M tolerance value
- B. Using cell alignment
- C. Setting an XY tolerance

Answer: C

Explanation:
XY Tolerance is used to control how close two vertices can be before they are considered the same point during processing. Setting an appropriate XY tolerance can prevent slivers caused by very small gaps or overlaps when performing overlay operations such as Intersect or Union.
* Cell alignment (Option B) is relevant for raster operations.
* M tolerance (Option C) applies to measures along linear features, not to spatial overlays of polygons.
Therefore, the correct answer is A.
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NEW QUESTION # 53
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