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Esri EAPA_2025 Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 5	<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 (Q75-Q80):

NEW QUESTION # 75

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

Answer: A

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 # 76

A GIS analyst is performing spatial analysis of an area in the mid-latitudes of the Northern Hemisphere. The analysis must maintain area measurements that are as true as possible for the results.

In ArcGIS Pro, what map projection should the analyst choose to ensure the most accurate representation of the results?

- A. Albers
- B. Mercator
- C. Lambert conformal conic

Answer: A

Explanation:

Albers Equal Area projection is specifically designed to minimize area distortion, making it ideal for analyses where accurate area measurements are required, particularly for mid-latitude regions.

- * Mercator (Option A) preserves angles but severely distorts area.
- * Lambert Conformal Conic (Option B) preserves shape but not area.
- * Albers (Option C) preserves area, which is the requirement for this analysis.

Therefore, the correct answer is C.

NEW QUESTION # 77

In ArcGIS Pro, a GIS analyst adds a mosaic dataset to a map and notices that the entire mosaic area is covered with a black and white checkerboard.

Which tool should the analyst use to make the images visible in the map as part of the mosaic dataset?

- A. Define Overviews
- B. Repair Mosaic Dataset Paths
- C. Build Pyramids

Answer: B

Explanation:

The black-and-white checkerboard indicates that the mosaic dataset cannot locate the source rasters. Repair Mosaic Dataset Paths allows the analyst to correct the file paths if the rasters have been moved or renamed, thus restoring visibility.

- * Define Overviews (Option A) creates reduced-resolution overviews for fast display but does not fix broken paths.
- * Build Pyramids (Option B) builds pyramids for raster display performance but also requires valid data paths first.

Therefore, the correct answer is C.

NEW QUESTION # 78

Which raster format can ArcGIS Pro display but not write?

- A. IMAGINE Image
- B. GIF
- C. MrSID

Answer: C

Explanation:

ArcGIS Pro can read and display MrSID format rasters but cannot write or export data into MrSID format because it is a proprietary format that requires special licensing for encoding.

- * IMAGINE Image (Option A) is fully supported for both reading and writing.
- * GIF (Option B) can be written for exporting simple images but is not ideal for full raster datasets.
- * MrSID (Option C) is read-only by default in ArcGIS Pro.

Therefore, the correct answer is C.

NEW QUESTION # 79

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

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.

NEW QUESTION # 80

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