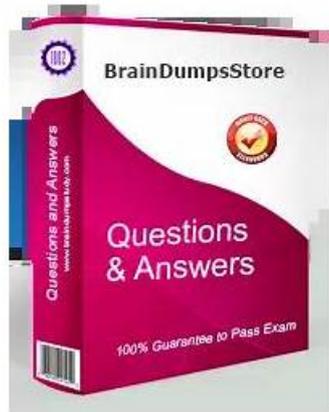


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Esri EAPA_2025 Exam Syllabus Topics:

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"> 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 5	<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.

Esri ArcGIS Pro Associate 2025 Sample Questions (Q17-Q22):

NEW QUESTION # 17

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. Zoom to the study area in the map
- 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 # 18

A GIS analyst pulls in an image service from ArcGIS Online, which should contain a slope map, a hillshade map, an aspect map, a contour map, and a terrain map. However, the analyst only sees the terrain map. How should the analyst access the other maps?

- A. Switch to a different processing template in the layer properties
- B. Change the source in the layer properties
- C. Change band orders under symbology

Answer: A

Explanation:

Many image services include multiple processing templates that provide different visualizations (e.g., slope, hillshade, aspect). The analyst can switch between these templates within the layer properties to access the various derivative products.

* Changing band order (Option A) affects multi-band imagery but won't expose separate processing templates.

* Changing the source (Option C) changes the entire dataset rather than switching between available templates.

Therefore, the correct answer is B.

NEW QUESTION # 19

A GIS analyst wants to change the coordinate system of a hydrant dataset from WGS 1984 to NAD 1983 UTM Zone 15N. Which tool will allow the data to be correctly transformed into the new coordinate system?

- A. Define Projection
- B. Project
- C. Project Raster

Answer: B

Explanation:

The Project tool is used to permanently transform vector data from one coordinate system to another. It accurately applies transformation parameters between WGS 1984 and NAD 1983 UTM Zone 15N for feature classes such as hydrants (point data).

* Define Projection only assigns a coordinate system when one is missing or incorrect; it does not transform coordinates.

* Project Raster applies to raster datasets, not vector feature classes like hydrants.

Therefore, the correct answer is C.

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NEW QUESTION # 20

A GIS analyst is using the Raster Calculator to determine the best location to start a coffee tree farm. The soil should be deep sandy loam (represented by class code 5 in raster) or fertile volcanic red earth (class code 12).

Temperatures should remain between 17.8 to 21.1 degrees Celsius (64 and 70 degrees Fahrenheit), and the area should get at least 60 inches (1.52 meters) of rain per year.

Which expression should be used to produce suitable areas?

- A. $(\text{Precipitation} \geq 60) \& (\text{Temperature} \leq 70) \& (\text{Temperature} \geq 64) \& ((\text{SoilType} = 5) \& (\text{SoilType} = 12))$
- B. $(\text{"Temperature"} \leq 70) \& (\text{"Temperature"} \geq 64) \& (\text{"SoilType"} = 5) | (\text{SoilType} = 12) \& (\text{"Precipitation"} \geq 60)$
- C. $(\text{"Precipitation"} \geq 60) \& ((\text{"SoilType"} = 5) | (\text{SoilType} = 12)) \& (\text{"Temperature"} \leq 70) \& (\text{"Temperature"} \geq 64)$

Answer: C

Explanation:

The correct logical expression should:

* Use logical OR (|) for multiple acceptable soil types.

* Use logical AND (&) to combine precipitation, temperature, and soil criteria.

* Respect proper operator precedence with parentheses.

Option C correctly groups the conditions: precipitation ≥ 60 , temperature between 64 and 70, and soil type equal to either 5 or 12.

Therefore, the correct answer is C.

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