



FAMILY MEMBER EMPLOYMENT

Family Member Employment Frequently Asked Questions (FAQs) Acronyms

AIR	Advanced In-Hire Rate	HR/OE	Human Resources for Overseas Employment
BEX	Board of Examiners	HTF	Hard-to-Fill
CA	Consular Affairs	IWS	Intermittent Work Schedule
CDO	Career Development Officer	INWS	Intermittent No Work Status
CLO	Community Liaison Officer	LWOP	Leave Without Pay
ConGen	Basic Consular Affairs Training Course	MOH	Member of Household
CS	Civil Service	RET	Office of Retirement
CSP	Civil Service Personnel Management	OPF	Official Personnel Folder
DG	Director General	OT	Overtime
DOS	Department of State	NCE	Non-Competitive Eligibility
DSSR	Department of State Standardized Regulations	PFR	Prior Federal Rate
EBIS	Employee Benefits Information System	PEC	Post Employment Committee
EFM	Eligible Family Member	PSA	Personal Services Agreement
EOD	Entry on Duty	PSC	Personal Services Contract
EPAP	Expanded Professional Associates Program	REE	The Office of Recruitment, Examination, and Employment
EPR	Employee Performance Review	RET	The Office of Retirement
FAM	Foreign Affairs Manual	SCD	Service Computation Date
FAMER	Family Member Employment Report	SES	Senior Executive Service
FAQs	Frequently Asked Questions	SFS	Senior Foreign Service
FERS	Federal Employee Retirement System	SQR	Superior Qualifications Rate
FLSA	Fair Labor Standards Act	TEMP	Temporary Appointment
FMA	Family Member Appointment	TC	Transition Center
FS	Foreign Service	UT	Unaccompanied Tour
FSI	Foreign Service Institute	VLTP	Voluntary Leave Transfer Program
FSO	Foreign Service Officer	WAE	When Actually Employed
GS	General Services		
HRSC	Human Resources Service Center at the Department of State		