

## DEFINITIONS OF TERMS USED IN JOB ANNOUNCEMENTS

**Appointment eligible family member (AEFM):** An individual who meets all of the following criteria is considered to be an AEFM for employment purposes:

- (1) Is a **U.S.** citizen;
- (2) Is the spouse or domestic partner (as defined in [3 FAM 1610](#)) of a sponsoring employee (as defined in this section);
- (3) Is listed on one of the following:
  - (a) Travel orders of a sponsoring employee who is assigned (not TDY) to a **U.S.** mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan (AIT), or
  - (b) An approved Form [OF-126](#), Foreign Service Residence and Dependency Report (or other agency equivalent), of a sponsoring employee who is assigned (not TDY) to a **U.S.** mission abroad under Chief of Mission authority, or at an office of the AIT, and is residing at the sponsoring employees post of assignment abroad;
- (4) Does not receive a **U.S.** Government retirement annuity or pension from a career in the **U.S.** Foreign Service or Civil Service.
- (5) Is not a Foreign Service Generalist or Specialist in Leave Without Pay (LWOP) status;
- (6) Is not a Civil Service employee with re-employment rights to their agency or bureau.

**Eligible family member (EFM):** An individual who meets all of the following criteria is considered to be an EFM for employment purposes (country of citizenship is not a factor):

- (1) Is the spouse or domestic partner (as defined in [3 FAM 1610](#)) of a sponsoring employee (as defined in this section); or child of a sponsoring employee under 21 and unmarried, or (regardless of age) unmarried and incapable of self-support; or a parent (including step-parent or legally adoptive parent) or sibling who has been declared as 51% or more dependent on the sponsoring employee;
- (2) Is listed on one of the following:
  - (a) The travel orders of a sponsoring employee who is assigned (not TDY) to a **U.S.** mission abroad under Chief of Mission authority, or at an office of the American Institute in Taiwan; or
  - (b) An approved Form [OF-126](#), Foreign Service Residence and Dependency Report (or other agency equivalent), of a sponsoring employee who is assigned (not TDY) to a **U.S.** mission abroad under

Taiwan, and is residing at the sponsoring employees post of assignment.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

**Not Ordinarily Resident (NOR):** An individual who:

Is not a citizen of the host country; and,

Does not ordinarily reside (OR, see below) in the host country; and,

Is not subject to host country employment and tax laws; and,

Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP. **Typically NORs are AEFMs and EFMs of FS, GS, and uniform service members who are on the travel orders and under Chief of Mission authority, or other personnel having diplomatic privileges and immunities.**

**Ordinarily Resident (OR):** A Foreign National or US citizen who:

Is locally resident; and,

Has legal, permanent resident status within the host country; and,

Is subject to host country employment and tax laws. EFMs without US Social Security Numbers are also OR.

All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

**U.S. veterans claiming preference:**

For guidelines to determine whether you are eligible to claim U.S. Veterans' preference, please refer to:

<http://opm.gov/veterans/html/vetguide.asp#1>