



COMMONLY USED ACRONYMS

ACQ: Acquisitions (Now: CON)	CMO: Chief Management Officer
ADA: Americans with Disabilities Act	CNIC: Commander Navy Installations Command (aka "The Region")
ADR: Alternate Dispute Resolution	COE: Center of Expertise
AM: Asset Management	CON: Contracting (previously ACQ)
AOC: Area of Consideration	COP: Continuation of Pay
AOR: Area of Responsibility	CPI: Continuous Process Improvement
APWO: Assistant Public Works Officer	CSRS: Civil Service Retirement System
ARE: Assistant Regional Engineer	CTR: Contractor (also KTR)
AWF: Acquisition Workforce	CWS: Compressed Work Schedules
AWOL: Absence Without Leave	DACM: the Director, Acquisition Career Management
AWS: Alternate Work Schedule	DAU: Defense Acquisition University
BD: Business Directorate / Business Director	DAWIA: Defense Acquisition Workforce Improvement Act
BIN: Billet Identification Number	DC: Design and Construction (previously CI)
BL: Business Line	DCPDS: Defense Civilian Personnel Data System
BLL: Business Line Leader	DCS: Defense Collaboration Services
BLUF: Bottom Line Up Front	DFAS: Defense Finance and Accounting Service
BMS: Business Management System	DHA: Direct Hiring Authority
BOP: Business Operations Plan	DoD: Department of Defense
BTG: Bridging the Gap	DODI: Department of Defense Instruction
BUE: Bargaining Unit Employee	DOL: Department of Labor
BUS: Bargaining Unit Status	DoN: Department of the Navy
CAF: Central Adjudication Facility	DON/AA: Department of the Navy Approving Authority
CAP: Computer/Electronics Accommodations Program	DPMAP: DoD Performance Management and Appraisal System
CBA: Collective Bargaining Agreement	DPWO: Deputy Public Works Officer
CBT: Computer Based Training	DSN: Defense Switched Network
CC: Cost Center	DTS: Defense Travel System
CCC: Cost Center Code	eDACM: Electronic Director, Acquisition Career Management
CE: Contingency Engineer	ECH: Short for Echelon
CEAP: Civilian Employee Assistance Program	EDP: Employee Development Program
CEC: Civil Engineer Corps	EEO: Equal Employment Opportunity
CI: Capital Improvements (now DC)	
CIO: Command Information Officer	
CL: Continuous Learning	



COMMONLY USED ACRONYMS

EHA: Expedited Hiring Authority	GS: General Schedule
EOD: Entrance on Duty	HQ: Headquarters
eOPF: Electronic Official Personnel Folder	HR: Human Resources
ESAMS: Enterprise Safety Application Management System	HRD: Human Resources Director
ESG: Executive Steering Group	HRO: Human Resources Office
ETS: Essential Task Statement	HVL: High Velocity Learning
EV: Environmental	IAM & AW: International Association of Machinists and Aerospace Workers
EXWC: Engineering and Expeditionary Warfare Center	IBEW: International Brotherhood of Electrical Workers
EURAFSWA: Europe Africa South West Asia	IDP: Individual Development Plan
FA: Functional Area	IFPTE: International Federation of Professional and Technical Engineers
FEAD: Facilities Engineering and Acquisition Division	IG: Inspector General
FEC: Facilities Engineering Command	JBPHH: Joint Base Pearl Harbor Hickam
FECA: Federal Employee's Compensation Act	JON: Job Order Number
FE: Far East	KTR: Contractor (also CTR)
FERS: Federal Employees Retirement System	LANT: Atlantic
FIP: Financial Information Pointer (timekeeping reference number, also known as JON)	LER: Labor & Employee Relations
FLSA: Fair Labor Standards Act	LCL: Life Cycle Management
FM: Financial Management	LWOP: Leave Without Pay
FMD: Facility Management Division	MAR: Marianas
FMLA: Family Medical Leave Act	MCBH: Marine Corps Base Hawaii
FPL: Full Performance Level	MD: Management Directive
FWS: Federal Wage System	MEB: Monthly Execution Brief
FWS: Flexible Work Schedules	MIC: Management Identification of Candidates
FYA: For your action (Also FORAC, or FFYA Forwarding for your Action)	MIDLANT: Mid-Atlantic
FSYA: For Your Situational Awareness	MNP: My Navy Portal
FYI: For Your Information	MOU: Memorandum of Understanding
GF: General Fund	MSPB: Merit Systems Protection Board
GIS: Geographic Information Systems	MTC: Metal Trades Council
GOV: Government Owned Vehicle	NAF: Non-Appropriated Fund
GPC: Government Purchase Card	NAVFAC: Naval Facilities Engineering Command (now NAVFACSYSCOM)



COMMONLY USED ACRONYMS

NAVFAC HI: Naval Facilities Engineering Command Hawaii

NAVFAC PAC: Naval Facilities Engineering Command Pacific

NAVFACSYSCOM: Naval Facilities Engineering Systems Command (previously NAVFAC)

NEI: Navy Executive Institute

NFH: Naval Facilities Engineering Command Hawaii

NKO: Navy Knowledge Online

NTE: Not To Exceed

NWCF: Navy Working Capital Fund

OBE: Overcome By Events (no longer relevant)

OCHR: Office of Civilian Human Resources

OF: Optional Form

OPF: Official Personnel Folder

OPM: Office of Personnel Management

OPNAV: Office of the Chief of Naval Operations

OPS: Operations

OSC: Office of Special Counsel

OWCP: Office of Workers' Compensation Program

PARB: Performance Award Review Board

PAO: Public Affairs Officer

PCS: Permanent Change of Station

PD: Position Description

PII: Personal Identifiable Information

PLC: Product Line Coordinator

PM: Program Management

PMB: Position Management Board

PMRF: Pacific Missile Range Facility

POC: Point of Contact

POSH: Prevention of Sexual Harassment

POV: May refer to Personally Owned Vehicle

PPP: Prohibited Personnel Practice

PW: Public Works

PWD: Public Works Department

PWO: Public Works Officer

QID: Qualified Individual with a Disability

RA: Reasonable Accommodation

RA POC: Reasonable Accommodation Point of Contact

RDO: Rotating Day Off

RPA: Request for Personnel Action

SAPR: Sexual Assault Prevention and Response

SCD: Service Computation Date

SECNAV: Secretary of the Navy

SES: Senior Executive Service

SF: Standard Form

SL: Support Line

SLDCADA: Standard Labor Data Collection and Distribution Application

SMTAR: Specific, Measures, Times, Aligned, Realistic

SPD: Standard Position Descriptions

SME: Subject Matter Expert

SUPV: Supervisor

TAD/TDY: Temporary Duty

TFD: Total Force Development

TIMS: Training Information Management System

TWMS: Total Workforce Management System

UAC: Unauthorized Commitment

ULP: Unfair Labor Practice

VEOA: Veteran's Employment Opportunities Act

VLTP: Voluntary Leave Transfer Program

V/R: Very Respectfully (as seen in emails)

WC: Work Center

WG: Wage Grade

WGI: Within Grade Increase