



**DEPARTMENT OF THE NAVY**  
COMMANDER, NAVY INSTALLATIONS COMMAND  
716 SICARD STREET, SE, SUITE 1000  
WASHINGTON NAVY YARD, DC 20374-5140

CNICINST 12351.2  
N1  
27 June 2013

CNIC INSTRUCTION 12351.2

From: Commander, Navy Installation Command

Subj: COMPETITIVE AREA FOR REDUCTION IN FORCE

Ref: (a) 5 CFR 351.402  
(b) Inspector General Act of 1978

Encl: (1) CNIC Competitive Area Definitions

1. Purpose. To define the competitive area for Reduction-in-Force (RIF) for Appropriated Fund civilian employees of Commander, Navy Installations Command (CNIC).

2. Background. Defining competitive areas will serve to establish the boundaries within which employees compete for retention under a RIF. The competitive area includes all employees within the organizational unit(s) and geographical location(s) that are included in the competitive area definition. In accordance with references (a) and (b), enclosure (1) defines the competitive areas for CNIC Headquarters (HQ) and Inspector General staff.

3. Policy

a. This instruction outlines the boundaries within which employees compete for retention under RIF procedures. Employees compete for retention with other employees in the same competitive area. Employees do not compete for retention with employees of the agency who are in a different competitive area. There is no minimum or maximum number of employees in a competitive area.

b. In accordance with reference (a), enclosure (1) defines the competitive areas for all of CNIC HQ. Each specified competitive area includes all civilian employees of the unit identification code (UIC) at that location.

4. Responsibility

a. Region EDs are responsible for establishing a competitive area instruction in their local areas of responsibility and developing a policy as delegated by the Deputy Commander.

b. CNIC Human Resource Operations (N134) is responsible for ensuring all CNIC HQ employees are accounted for when determining what is reasonable for a specific geographic location.

5. Records Management. Records created as a result of this instruction, regardless of media and format, shall be managed in accordance with SECNAV M-5210.1 of January 2012.

  
W. D. FRENCH  
Vice Admiral, U.S. Navy

Distribution:

Electronic only via CNIC Gateway 2.0:

<https://g2.cnic.navy.mil/CNICHQ/Pages/Default.aspx>

**CNIC COMPETITIVE AREA DEFINITION**

UIC 00052

CNIC Headquarters, Washington, DC  
CNIC Inspector General

UIC 00052 & 40582

CNIC Headquarters, Norfolk, Virginia  
CNIC Headquarters, Portsmouth, Virginia  
CNIC Financial Service Center, Norfolk, Virginia

UIC 00052

CNIC Headquarters, Jacksonville, Florida  
CNIC Headquarters, Jacksonville, Duval, Florida

UIC 00052

CNIC Headquarters, Pensacola, Escambia, Florida  
CNIC Headquarters, West Pensacola, Escambia, Florida

UIC 00052

CNIC Headquarters, San Diego, California  
CNIC Headquarters, Broadway Complex, San Diego, California  
CNIC Headquarters, Coronado, San Diego, California  
CNIC Headquarters, Naval Air Station, San Diego, California

UIC 00052

CNIC Headquarters, Lemoore, Kings, California

UIC 00052

CNIC Headquarters, Silverdale, Kitsap, Washington  
CNIC Headquarters, Gig Harbor, Pierce, Washington

UIC 00052

CNIC Headquarters, San Antonio, Texas

UIC 00052

CNIC Headquarters, Charleston, Charleston, South, Carolina  
CNIC Headquarters, Spawar, Charleston, South, Carolina

UIC 00052

CNIC Headquarters, Groton, New London, Connecticut  
CNIC Inspector General, Groton, Connecticut

UIC 00052

CNIC Headquarters, Pearl Harbor, Honolulu, Hawaii

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UIC 00052

CNIC Headquarters, Scott Air Force Base, St Clair, Illinois

UIC 4571A

CNIC Headquarters, Millington Detachment, Millington, Tennessee