



BLUF

Full Power Navy (FPN) 2.0 is a streamlined retention initiative that empowers eligible E-4 to E-6 Sailors to directly negotiate for last-chance orders. By shifting from the mass case-creation model of FPN 1.0 to a Sailor-initiated ticketing system via MyNavy Career Center (MNCC), FPN 2.0 eliminates administrative friction, ensures faster response times, and directly connects qualified Sailors with PERS-4 Retention Agents.

Who needs to know?

- E-4 to E-6 Active Duty & TAR Sailors
- Command Career Counselors (CCC)
- Command Pay and Personnel Administrators (CPPAs)
- Enlisted detailers and enlisted community managers
- Command Triads

What you need to know – key points

- **Sailor Eligibility:**
 - Sailors must meet the following criteria to qualify for an FPN 2.0 retention engagement:
 - Be within 6 months of their SEAOS and PRD
 - Actively applied for billets during their MNA negotiation window
 - In paygrades E-4 to E-6 (E-6 Sailors must be non-screened)
 - Active Duty (AD) or Training & Administration of the Reserve (TAR) status
 - Have less than 17 years of service at SEAOS
 - Sailors whose SEAOS is before their PRD should expect to complete sea-shore flow requirements and are advised to align their SEAOS to their PRD and participate in the MNA Cycle.
 - Sailors whose PRD is before their SEAOS and who have 11 months or less of contract time remaining at PRD are eligible for a Retention Engagement only after all three MNA looks have been exhausted.
 - Sailors with at least 12 months of contract time remaining at PRD are not eligible for a Retention Engagement.
- **Initiation:**
 - FPN 2.0 puts Sailors in control. It introduces a direct, concierge-level process that allows eligible Sailors to connect with a PERS-4 Retention Agent and personally negotiate for follow-on orders.
 - Eligible Sailors must contact MNCC and request to open an FPN Retention Engagement case. Command Triads or Career Counselors may initiate a case on behalf of the Sailor (“Launch the Alert Detailer”) via the same process.
 - Email: askmncc@us.navy.mil; Phone: 833-330-MNCC



- **System Shift:**
 - The process moves from mass eCRM cases to a more direct, trackable HRSC Tier-2 case system. This allows Sailors and commands to initiate cases directly.
- **Response Time:**
 - A dedicated PERS-4 Retention Agent will contact the Sailor within two working days of case submission.
- **Transition Timeline:**
 - July 2026: FPN 1.0 continues through the June/July MNA Cycle.
 - 15 July 2026: Remaining FPN 1.0 (PersPay) cases will be closed. Cases already converted to Retirements/Separations will remain open to avoid delays in separation processing.
 - 1 August 2026: FPN 2.0 officially launches.
- **What This Means for You:**
 - Proactive mentorship and career guidance by Command leadership remains essential. Leadership may still initiate an engagement (“Launch the Alert Detailer”) by submitting a Tier-2 case through MNCC.
 - Visit the Retention Engagement page on the MyNavy HR website for detailed instructions.

Sample POD/POW Note

- Full Power Navy (FPN) will conclude on 31 July 2026 and FPN 2.0 will launch on 1 August 2026. FPN 2.0 empowers our Sailors while reducing the administrative workload across the Fleet. This evolution enhances our ability to retain the skilled, experienced personnel who form the backbone of our Navy. FPN 2.0 evolves the retention process by shifting the mass case-creation model of FPN 1.0 to a Sailor-initiated ticketing system. This allows eligible Sailors, or command leadership, to request an engagement with a PERS-4 Retention Agent through MyNavy Career Center at askmncc@us.navy.mil or 833-330-MNCC. This change eliminates administrative bottlenecks, ensures faster response times, and directly connects qualified Sailors with retention experts. For more information, visit: <https://www.mynavyhr.navy.mil/Support-Services/Distribution-Management/Retention-Engagement/>.

FAQ

Q. What is the difference between Full Power Navy and Full Power Navy 2.0?

A. FPN 2.0 uses the “concierge method” that allows eligible Sailors, or their command leadership, to proactively request an engagement with a PERS-4 Retention Agent through MNCC.



Q. Are there any changes in Sailor eligibility requirements?

A. Previously, E-3 to E-9 Sailors were eligible under FPN 1.0 (without consideration of screening status), whereas FPN 2.0 serves Sailors in paygrades E-4 to E-6 (E-6 Sailors must be non-screened). Sailors with less than 24 years of service were eligible under FPN 1.0 whereas under FPN 2.0, Sailors with less than 17 years of service at SEAOS are eligible.

Q. Are there any exclusions or ineligible personnel for FPN 2.0?

A. FPN 2.0 is not available to Sailors affiliated with the Selected Reserve (SELRES), Professional Apprenticeship Career Track (PACT) Sailors (must work through BUPERS-3 for rating assignment), Sailors in the ratings of SO, SB, MU, EMN, ETN, MMN, Sailors selected for an officer accession program (LDO, WOS, STA-21), Sailors with Accounting Category Code (AAC) 103, 104, 105, 107, 109, 351, 353, 354, 355, 356, 358, 37x, 38x, 39x, and Sailors with Deployability Category (DCAT) code 3A3.

Q. Is the Full Power 2.0 Initiative only available for enlisted ratings, or can officers also engage with a Retention Agent?

A. FPN 2.0 is only engaging with enlisted Sailors. Officers will continue to work with their assigned detailer.

Q. Why is the Navy implementing FPN 2.0?

A. FPN 2.0 allows a more scalable process to meet the retention goals set forth by CNO's NAVPLAN. By allowing Sailors to initiate the process, FPN 2.0 better enables Sailors to connect with the experts who can assist in managing careers.

Q. Where can Sailors, command triads, or CPPAs direct additional questions?

A. Questions may be directed to Career Counselors or by speaking with MyNavy Career Center (MNCC) at 1-833-330-6622.