



NAVY PAY AND PERSONNEL SUPPORT CENTER

OPS ALERT

Ser: 011-26

PROCEDURE UPDATE: FULL POWER NAVY RETENTION ENGAGEMENT 2.0

Release Date: 7/13/2026

Effective Date: 8/1/2026

BLUE: The Full Power Navy (FPN) Retention Engagement program is undergoing a major transition – FPN 2.0 shifts from the mass case-creation model of FPN 1.0 to a Sailor-initiated ticket via MyNavy Career Center's (MNCC) Human Resources Service Center (HRSC). On 1 August 2026, FPN 2.0 will migrate to the Tier-2 format, eliminating administrative bottlenecks, ensuring faster response times, and directly connecting qualified Sailors with PERS-4 Retention Agents.

This message cancels Ops Alert 023-25 dated 31 July 2025, reflecting an update in program structure and eligibility requirements. FPN Case Routing Guidance (CRG) dated 30 July 2025 is also cancelled, effective 1 August 2026.

FPN is PERS-4's solution for retaining talented and experienced Sailors who intend to separate. Available to Active Duty (AD) and Training & Administration of the Reserve (TAR) enlisted Sailors, FPN 2.0 affords a concierge-style approach for eligible Sailors to connect with a Retention Agent and gain a transparent understanding of career options before making a final decision to separate.

Sailors may submit a case with MNCC via HRSC to prompt an engagement from a PERS-4 Retention Agent. Alternatively, the Command Triad, Command Career Counselor (CCC), or Command Pay and Personnel Administrator (CPPA) may initiate a case on the Sailor's behalf using the same process.

Why transition to FPN 2.0?

Since January 2025, 124,650 FPN cases were created for 120,484 eligible Sailors. Of the 70,000 FPN cases that were closed for Sailors who reenlisted, separated, or retired, more than 22,000 duplicate cases were processed. This greatly hindered program efficiency, caused significant rework, and limited PERS-4's ability to retain some of our best talent.

FPN 2.0 optimizes the process by shifting the focus from administrative case management back to proactive Sailor engagement. It mitigates previous bottlenecks caused by duplicate case creation, routing errors, lack of user training, case viewability issues, and heavy administrative burdens on CCCs, CPPAs, and Retention Agents.

The short-term goal of FPN 1.0 was to provide mentorship, better understand today's Sailor, and incorporate those lessons to evolve the distribution process. *FPN 2.0 represents that evolution.*

Eligibility Requirements: Specific timeline and performance criteria must be met before receiving an engagement from PERS-4. Sailors must meet the following:

1. Be within 6 months of their Soft Expiration of Active Obligated Service (SEAOS).
2. Be within 6 months of their Projected Rotation Date (PRD).
3. Have actively applied to billets during their respective MyNavy Assignment (MNA) Negotiation Window.

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.

FPN is not intended to circumvent or serve as a substitute for participation in the MNA process to hand-pick follow-on assignments. As rating health improves, billet availability decreases. Sailors are highly encouraged to apply during their respective MNA Negotiation Window.

Existing FPN Cases: All FPN cases that have been reviewed by PERS-4 and routed to TSC Norfolk for separation processing will remain open. Cases that remain with PERS-4 will be closed between 15 and 28 July 2026. Subsequent reenlistment and separation processing will be guided by the [Reenlistments & Extensions and Separations & Retirements Case Routing Guidance](#).

WHAT THIS MEANS TO YOU:

- ✚ **CPPA:** Visit the [MyNavy HR Retention Engagement page](#) for additional resources on the Retention Engagement process.
- ✚ OPS ALERTS, PERSPAY SOPs, eCRM Case Routing Guidance ([eCRM Library](#)) and CPPA Resources can be found on the [MyNavy HR CPPA Resources Page](#).

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