

2026 SPEEA Retention Index Review

Effective Date May 11, 2026

11/12/25 – 12/10/25	Skill Teams identify Skill Captains
01/13/26 – 01/15/26	Skill Captain/HRG Stage 1 Training on Pre-exercise actions and updates to Retention exercise
01/16/26 – 02/20/26	Skill Captains & Managers validate skill populations, employee classifications, and assign competencies in REMAT (NOTE – ALL employee movement and reclasses must be completed and reflected in Workday by 1/30/26 due to ACR Freeze Dates)

02/10/26 – 02/12/26	Skill Captain/HRG Stage 2 Training on active Retention exercise
02/20/26 - EOD	REMAT locked to Captains - All competency assignments, Performance Management and employee re-classes/movement must be complete
03/02/26	Exercise START - All Assessment notifications sent to managers via Worklife
03/02/26 – 03/13/26	Managers complete assessments (Guideline only. REMAT doesn't lock)

03/02/26 – 04/03/26	Skill Teams conduct retention meetings, assign ratings, and complete final inputs and comments in REMAT
---------------------	---

04/06/26 – 04/10/26	Workforce and HR Reviews
04/13/26 – 04/24/26	GEDI and Legal Reviews
04/14/26 – 04/16/26	Skill Captain/HRG Stage 3 Training on Retention Notice Delivery

04/27/26	Retention notices distributed to managers via Worklife
04/27/26 – 05/08/26	Retention decisions communicated to employees
05/11/2026	Retention Effective Date
Post Exercise	Skill Captains communicate 2026 competencies across skills