

2025 SPEEA Retention Index Review

Effective Date June 9, 2025

01/13/25 – 02/07/25	Skill Teams identify Skill Captains
2/17/25	Kick Off Announcement
2/25/25 – 2/27/25	Skill Captain/HRG Training on actions and updates to Retention process
2/28/25 – 03/21/25	Skill Captains & Managers validate skill populations, employee classifications, and assign competencies in REMAT

03/11/25 – 03/13/25	Skill Captain/HRG Training on Retention Exercise
03/21/25 - EOD	REMAT locked to Captains - All competency assignments, and employee re-classes/movement must be complete.
03/31/25	Exercise START - All Assessment notifications sent to managers via Worklife
03/31/25 – 04/11/25	Managers complete assessments (Guideline. REMAT doesn't lock)

03/31/25 – 05/02/25	Skill Teams conduct retention meetings, assign ratings, and complete final inputs in REMAT
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05/05/25 – 05/09/25	Workforce and HR Reviews
05/12/25 – 05/23/25	GEDI and Legal Reviews

05/27/25	Retention notices distributed to managers via Worklife
05/27/25 – 06/06/25	Retention decisions communicated to employees
06/09/25	Retention Effective Date
Post Exercise	Skill Captains communicate 2026 competencies across skills