



**STATE OF ARKANSAS**  
**SARAH HUCKABEE SANDERS**  
**GOVERNOR**

March 6, 2024

Dear Arkansas State Employees:

This past year has been full of bold changes to Arkansas state government. That is thanks to you, our Arkansas state employees. We have the best public servants in the country, and I am excited to announce a pay plan that rewards you for your hard work.

At the same time, we all recognize that our state's existing pay plan needs revision. Through our new initiative, Arkansas Forward, we are overhauling the state employee pay plan in its entirety. We hope to make these changes in the next legislative session in 2025.

In the meantime, I am asking the legislature to approve this temporary plan, which recognizes the need to recruit and retain talented public servants by being more competitive and authorizes my administration to make a one-time 3% increase to Arkansas state employee pay. This plan also raises every state employee's pay to at least \$15 an hour by July 1<sup>st</sup>.

To reward our best for their hard work and commitment to Arkansans, this plan raises the maximum salary range for all pay grades by 10%. It also authorizes new incentives for future recruits and current employees who go above and beyond, either through a lump sum payment or through extra hours of paid leave.

State government is only as efficient and effective as the people who staff it. I believe this plan strikes the balance between spending Arkansans' tax dollars wisely, increasing competitiveness, and rewarding our best state employees. I look forward to the legislature's speedy review and approval of these proposals.

Sincerely,

A handwritten signature in blue ink that reads "Sarah Sanders".

Sarah Huckabee Sanders  
Governor of Arkansas