



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

June 13, 2024

Dear Arkansas State Employees:

Arkansas' state government runs on you, our state employees. As my administration works to provide exceptional services to the people of Arkansas at a lower cost, we are relying on you to deliver. In the past 18 months, you have facilitated bold changes to state government, and I am incredibly appreciative of your work.

As recognition for your accomplishments – and as an acknowledgment of our need to recruit and retain talented public servants – I worked with the legislature to make a one-time, 3% increase to all Arkansas executive branch state employee's pay. I am authorizing that adjustment to go into effect on June 23.

I am also excited to announce a pay increase for state employees who are meeting and exceeding expectations, as shown in our most recent performance evaluations. I am authorizing a 1% base salary increase for those who met expectations and a 3% base salary increase for those who exceeded expectations. These raises will only apply to state employees who have worked in the executive branch for at least a year, and who have worked at their current executive department since January 2, 2024.

We all recognize that our state's current pay plan is imperfect, which is why I launched the Arkansas Forward initiative and plan to approach the 2025 legislative session with an overhauled pay plan that better rewards performance and keeps us competitive in employee compensation. In the meantime, the pay increases announced are recognition for your past year of hard work.

Thank you for your service to our state and your continued dedication to the people of Arkansas.

Sincerely,

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

Sarah Huckabee Sanders  
Governor of Arkansas