



STATE OF ARKANSAS
SARAH HUCKABEE SANDERS
GOVERNOR

August 25, 2025

Dear Arkansas State Employees:

Over the past two-and-a-half years, my administration has worked hard to build a state government that serves our citizens efficiently while saving taxpayer dollars. That effort, called Arkansas Forward, was what led to a new state employee pay plan, bringing employee salaries in line with those of your private sector counterparts and delivering raises to two-thirds of our workforce. Arkansas Forward also identified at least \$300 million in cost savings and avoidance throughout state government. Today, we are announcing the newest initiative from Arkansas Forward: revised work policies for all state agencies.

Five years ago, COVID-19 changed workplaces in Arkansas and around the world. At the time, state leaders took measures to respond, but the pandemic is in the rearview mirror. It's time to leave the inefficient policies implemented five years ago in the past, too.

Starting October 1, 2025, we will end the regular use of remote work in state government. Modern technology is excellent and gives us great flexibility during emergencies, but state employees serve our citizens best when they collaborate in person. Similarly, we will encourage in-person meetings instead of virtual meetings to foster clearer communication and face-to-face interaction. There will always be a place for remote work and virtual meetings, but they cannot be the norm.

Additionally, all state government offices will now be open from 8:00 a.m. to 5:00 p.m., Monday through Friday. We are also announcing Flexible and Alternative work schedules to allow for full coverage of all duties within the new office hours.

Finally, I am excited to announce that the Infant at Work policy, which we pioneered at the Department of Human Services and within the Governor's Office, will now apply to every department or agency where it is feasible. As a working mom, I know how important a child's earliest months are for bonding and education. Working moms and dads are a critical component of our workforce, and I want to make sure we provide additional options for families to have flexibility and not have to choose between staying home with their infant or returning to work. This policy allows employees with children from 4 weeks to 6 months of age to bring their child to the office, pending approval from their supervisor.

We all entered public service because we care about the people of this state. I know all of you work hard to deliver for our citizens - but that doesn't mean we can't look for ways to improve our best practices. With these new policies, we'll be able to build the responsive, efficient government our people want and deserve.

Sincerely,

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

Sarah Huckabee Sanders
Governor of Arkansas

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