

1 State of Arkansas
2 95th General Assembly
3 Regular Session, 2025
4

A Bill

SENATE BILL 344

5 By: Senator Irvin
6 By: Representative L. Johnson
7

For An Act To Be Entitled

8
9 AN ACT TO TRANSFER THE HEALTHY EMPLOYEE LIFESTYLE
10 PROGRAM FROM THE DEPARTMENT OF HEALTH TO THE
11 DEPARTMENT OF TRANSFORMATION AND SHARED SERVICES; TO
12 AMEND THE LAW CONCERNING THE HEALTHY LIFESTYLE
13 PROGRAM; AND FOR OTHER PURPOSES.
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Subtitle

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17 TO TRANSFER THE HEALTHY EMPLOYEE
18 LIFESTYLE PROGRAM FROM THE DEPARTMENT OF
19 HEALTH TO THE DEPARTMENT OF
20 TRANSFORMATION AND SHARED SERVICES; AND
21 TO AMEND THE LAW CONCERNING THE HEALTHY
22 LIFESTYLE PROGRAM.
23

24 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:
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26 SECTION 1. DO NOT CODIFY. Cabinet-level department transfer of the
27 Healthy Employee Lifestyle Program from Department of Health to Department of
28 Transformation and Shared Services.

29 (a) The Healthy Employee Lifestyle Program is transferred by a
30 cabinet-level department transfer under § 25-43-101 et seq. from the
31 Department of Health to the Department of Transformation and Shared Services.

32 (b) The administrative functions of the Healthy Employee Lifestyle
33 Program are transferred by a cabinet-level department transfer under § 25-43-
34 1502 from the Department of Health to the Department of Transformation and
35 Shared Services.

36 (c) The statutory authority, powers, duties, functions, records,



1 personnel, property, contracts, and unexpended balances of appropriations,
 2 allocations, or other funds, including the functions of budgeting or
 3 purchasing of the Healthy Employee Lifestyle Program, are transferred to the
 4 Department of Transformation and Shared Services.

5 (d)(1) The transfer of the Healthy Employee Lifestyle Program does not
 6 affect the orders, rules, regulations, directives, or standards made or
 7 promulgated by the Healthy Employee Lifestyle Program before the effective
 8 date of this act.

9 (2) The orders, rules, regulations, directives, or standards
 10 under subdivision (d)(1) of this section shall continue to be in effect until
 11 amended or repealed under authority given by law.

12 (e) The Department of Health shall grant access to and provide all
 13 information requested by the Healthy Employee Lifestyle Program to accomplish
 14 the transfer of the Healthy Employee Lifestyle Program and the mission of the
 15 Healthy Employee Lifestyle Program.

16
 17 SECTION 2. Arkansas Code § 21-4-106 is amended to read as follows:

18 21-4-106. ~~Leave of absence for participation in~~ Healthy Employee
 19 Lifestyle Program – Definitions.

20 (a) As used in this section:

21 (1) ~~“Agency” means a department, agency, bureau, including the~~
 22 ~~Bureau of Legislative Research, board, or commission of any branch of state~~
 23 ~~government;~~

24 (2) “Employee” means a full-time employee of the State of
 25 Arkansas or any branch, department, agency, board, bureau, including the
 26 Bureau of Legislative Research, or commission of any branch of state
 27 government; ~~and~~

28 (3) (2) “Healthy Employee Lifestyle Program” means the incentive
 29 program of the ~~Department of Health~~ Department of Transformation and Shared
 30 Services that will reward encourages and rewards an employee for regular
 31 exercise, good nutrition, and other healthy lifestyle choices; ~~and~~

32 (3) “State entity” means a department, agency, bureau, including
 33 the Bureau of Legislative Research, board, or commission of any branch of
 34 state government.

35 (b)(1) ~~Upon completion of a pilot program to be conducted by the~~
 36 ~~department, the department~~ The department shall:

1 (A) ~~Make~~ Manage the Healthy Employee Lifestyle Program
2 ~~available to all agency directors; and~~

3 (B) Assist ~~the agencies~~ state entities in the
4 administration of the Healthy Employee Lifestyle Program's ~~implementation~~
5 Program.

6 (2) ~~Upon completion of the pilot program, every agency director~~
7 ~~shall consider making the Healthy Employee Lifestyle Program available to the~~
8 ~~agency's employees. On or before July 1, 2026, a state entity shall allow for~~
9 ~~employee participation in the Healthy Employee Lifestyle Program.~~

10 (c)(1) ~~At the discretion of the agency director, an employee may be~~
11 ~~granted paid leave of up to three (3) days per calendar year for satisfactory~~
12 ~~compliance with the Healthy Employee Lifestyle Program. The department shall~~
13 ~~determine appropriate methods to reward employees who satisfactorily complete~~
14 ~~the requirements of the Healthy Employee Lifestyle Program.~~

15 (2) A reward under subdivision (c)(1) of this section may
16 include up to twenty-four (24) hours of leave per calendar year.

17 ~~(2)(3)~~ The leave granted under subdivision (c)(2) of this
18 section shall be used in the calendar year in which it was granted within six
19 (6) months of approval.

20 ~~(3)(4)~~ The leave granted under subdivision (c)(2) of this
21 section is not compensable at termination.

22 (d) Each ~~agency~~ state entity shall identify and maintain, if
23 practicable, in or near each agency building an area or areas that employees
24 may use for walking exercise.

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27 **APPROVED: 4/3/25**
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