

The Great Spirit created Man and Woman in his own image. In doing so, both were created as equals. Both depending on each other in order to survive. Great respect was shown for each other; in doing so, happiness and contentment was achieved then, as it should be now.

The connecting of the Hair makes them one person; for happiness or contentment cannot be achieved without each other.

The Canyons are represented by the purples in the middle ground, where the people were created. These canyons are Sacred, and should be so treated at all times.

The Reservation is pictured to represent the land that is ours, treat it well.



The Reservation is our heritage and the heritage of our children yet unborn. Be good to our land and it will continue to be good to us.

The Sun is the symbol of life, without it nothing is possible – plants don't grow – there will be no life – nothing. The Sun also represents the dawn of the Hualapai people. Through hard work, determination and education, everything is possible and we are assured bigger and brighter days ahead.

The Tracks in the middle represent the coyote and other animals which were here before us.

The Green around the symbol are pine trees, representing our name Hualapai – PEOPLE OF THE TALL PINES –

HUALAPAI TRIBE OFFICE OF THE CHAIRPERSON

Duane Clarke
Chairman

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Ronald Quasula, Sr.
Vice Chairman

January 5, 2025

Gamyu je?

Tribal Council, Colleagues, and Hwal'bay ba;j

Subject: Implementing a 4-Day Work Week for Local Government

This letter is to inform after careful and extensive consideration, the Hualapai Tribal Council passed Resolution 72-2024; Amendment to the Hualapai Personnel Policy and Procedures Manual to Include a Four-Day Work Week, for the Hualapai Tribal Government Workforce. This 4-day work week is practiced by many tribal governments and has proven to be effective for their operations.

A 4-day work week, where employees work the same number of hours over four days instead of five, has gained significant attention in recent years. While this model may seem unconventional, it offers several potential advantages for both employees and our tribal government:

- **Increased Employee Productivity:** Studies have shown that a 4-day work week can lead to increased employee productivity and reduced burnout.
- **Reduced Operating Costs**
- **Decreased employee absenteeism:** Improved employee well-being can translate to fewer sick or annual leave days and improved overall attendance.
- **Potential for reduced overtime:** A more condensed work week may improve scheduling efficiency and reduce the need for overtime.

- Improved Employee Recruitment and Retention: Offering a 4-day work week can be a highly attractive benefit for prospective employees, making it easier to recruit and retain top talent.
- Enhanced Work-Life Balance: A 4-day work week can significantly improve the work-life balance of government employees, allowing them more time for family, personal pursuits, and community involvement.

Understanding implementing a 4-day work week has required careful planning and consideration. This involves:

- Exploring different scheduling models with each: Finding the most suitable approach for different departments and roles.

The 4-day work week will begin the week of February 09th, 2024. The Tribal Administration schedule will follow as opening at 7:30 am and close of business at 5:30pm, Monday thru Thursday.

Sincerely,

A handwritten signature in black ink, appearing to read 'DC', is written over a horizontal line.

Duane Clarke, Chairman
Hualapai Tribal Council