

**C I T Y O F**

**S P O K A N E**

## **CIVIL SERVICE COMMISSION**

### **MISSION:**

**To provide an efficient, effective, merit-based system of employment ensuring that the most qualified applicants are equitably selected and retained.**

### **VISION:**

**Our well-trained, competent, and professional team will utilize best practices, cost-effective technology, and innovation to provide a merit-based employment system that is recognized for excellence in public service.**

### **VALUES:**

**Teamwork  
Excellence  
Service  
Transparency  
Equal Opportunity  
Merit Principles**

Adopted November 16, 2010