

**January 5, 2024****RECRUITMENT ANNOUNCEMENT**  
**Journey Mechanic****Starting Hourly Wage: \$31.28**  
**Excellent Benefits Package****Open Until Filled****Who We Are:**

The Salem Area Mass Transit District, known locally as Cherriots, is a successful and highly regarded public transit system. We are a mission-minded, values-driven organization that strives every day to deliver a world-class customer experience. We provide local, regional, and paratransit services throughout Marion and Polk counties. But we're not just about transportation. We're changing lives by increasing access to jobs, shopping, and educational opportunities, along with providing businesses with access to a larger workforce. And we assure people that they will be able to access recreational, social, faith-based, and other activities without the need of a car.

**About the Role:**

Under the general supervision of the Vehicle Maintenance Supervisors, diagnoses malfunctions and performs preventative maintenance, repair, and overhaul of various types of transit vehicles and associated equipment.

**How You Will Make an Impact:**

- Repair diesel, gasoline and compressed natural gas (CNG) engines.
- Diagnose, adjust, repair, and replace integral parts of diesel, gasoline, and CNG engines, transmissions, drive shafts, and differentials.
- Overhaul and test diesel, gasoline, and CNG engines to specifications; disassemble, clean, inspect, and replace worn or defective parts; recondition sub-components and reassembles.
- Test and repair automotive and heavy-duty bus transmissions to specification; remove and replace transmissions as required.
- Inspect, test, adjust, repair, and replace complete or integral parts of wheelchair lifts, brakes, and steering systems.
- Inspect, test, and diagnose malfunctions of fuel, electrical and mechanical systems.
- Inspect, repair, and adjust bus door operation and air-ride systems.
- Diagnose and repair various electrical components.

- Provide technical assistance as necessary to other District personnel.
- Exchange buses and make necessary repairs on road calls.
- Record work performed, parts used and time worked.
- Clean tools and work areas.
- Follow all safety procedures for work area and work assignments.
- Function as a lead person when assigned by the District.
- Provide formal training to other maintenance employees as part of a District established on-the-job training program.
- Communicate both orally and in writing, with other employees and the general public, at the level necessary to satisfactorily perform the duties of the position.
- Interact with other employees and the general public using courtesy, tact, and good judgment.
- Act as a positive representative of the District.
- Work cooperatively with others, be respectful of co-workers, and promote teamwork.
- Report to work on time and on a regular and predictable basis.
- Service vehicles by changing oil and oil filters and lubricating chassis.
- Can perform the functions of a Service Technician.
- Perform routine facility maintenance and repairs.

**What You Will Need to Be Successful in this Role:**

- For diesel vehicles, considerable knowledge and skill in engine fuel and cooling systems; transmission replacement; differential replacement; electrical system repair including starter and generator replacement; tune-up procedure; steering and suspension system repair; brake reline; wheelchair lift repair; heating and air condition repair; and/or upholstery repair. Considerable knowledge of electronics operation and reading schematics.
- Ability to rapidly gain the above knowledge and skills as they apply to CNG vehicles.
- Ability to assimilate new knowledge and skills in the diagnosis and repair of conventional, CNG, and other alternative fuel vehicles (AFVs) as technological changes or advancements occur in the industry.
- Considerable knowledge of hazards and safety precautions followed in heavy equipment shops.
- Ability to operate necessary tools and equipment used in servicing and repairing vehicles both safely and effectively.
- Ability to safely operate a variety of District vehicles, including 30' – 35' – 40' buses, service trucks, automobiles, and forklifts.
- Ability to rapidly learn electronic controls and functions of bus electrical systems and associated sub-components.
- Ability to skillfully use a laptop computer for diagnostics and troubleshooting.
- Ability to make arithmetical computations and tabulations quickly and accurately.
- Ability to perform job functions independently in a timely, safe, and accurate manner.

### **Special Requirements:**

- Ability to meet the Federal Motor Carrier Safety Regulations physical qualifications for commercial drivers.
- Ability to obtain a valid Oregon Class B driver's permit along with passenger and air brake endorsements before the date of hire and obtain a valid Oregon Class B commercial driver's license within three (3) weeks after the hire date.
  - All licensing fees and passing required licensing and endorsement examinations are the total responsibility of the applicant.
  - A person who has a commercial driver's license issued by another state must obtain an Oregon Class B commercial driver's license within 30 days of being domiciled in Oregon or within three (3) weeks after the date of hire, whichever comes first.
- Driving record that demonstrates adherence to safety in the operation of motor vehicles and adherence to traffic laws and regulations.
- Must have no criminal conviction which may, in the sole judgment of the District, constitute a threat to property or the safety of others.
- Must successfully pass a drug screen.
- Must have a complete set of heavy equipment tools and a roll-away toolbox at the time of appointment.

### **Required Education and Experience:**

- High school diploma or GED and three years of vehicular maintenance experience.
- OR**
- Any satisfactory equivalent combination of related experience and training that provides the required knowledge, abilities, skills, and other special requirements listed above.

### **Working Conditions:**

- Working conditions typical to a maintenance shop environment with exposure to noise, dust, heat, oil, diesel fuel, solvents, etc.
- Some exposure to inclement weather conditions.
- Subject to varying shift schedules, including callbacks in emergencies.

**To apply please submit the application to our Human Resources Department.**

Applications may be submitted in person, by email, fax, or mail. Cherriots is not responsible for lost or delayed mail.

Resumes in lieu of the official Cherriots application will not be accepted.

**To obtain an application:**

Email: You may request that an application and recruitment announcement be sent to you by emailing [recruitment@cherriots.org](mailto:recruitment@cherriots.org). Application materials will be sent via email.

- ❖ Internet: You may download application materials in Microsoft Word format (.doc) or Adobe Acrobat format (.pdf) from the Salem Area Mass Transit District's careers page. Refer to specific current job opportunities of interest at our website: [Cherriots.org/careers](http://Cherriots.org/careers).
- ❖ Telephone: You may request that an application be sent to you by calling the Human Resources Department at 503-588-2424. Application materials will be sent via email or mail.
- ❖ Fax: You may request that an application be sent to you by faxing the Human Resources Department at 503-361-7532.
- ❖ Mail: You may request an application via mail.  
Cherriots  
Human Resources Department  
555 Court St NE, Suite 5230  
Salem, OR 97301

***Equal Opportunity Employer***

*As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class. We are committed to providing reasonable accommodations to applicants and employees who need them because of a disability or practice or in observance of their religion, absent undue hardship.*



## Bargaining Employee Benefits

as of 7/1/2023

### At Time of Hire

- **Medical and Prescription Insurance** - your choice of Regence Blue Cross Blue Shield or Kaiser Permanente - premium is 100% paid by District - effective first of month after hire date
- **Vision and Hearing Insurance** - Ameritas - premium 100% paid by District - effective first of month after hire date
- **Dental Insurance** - Delta Dental / MODA - premium 100% paid by District - effective first of month after hire date
- **Felonious Assault Insurance** - American International Group - \$100,000 in coverage - premium 100% paid by District
- **Sick Leave** - 3.70 hours, accrued bi-weekly - available for use after 90 days
- **Employee Assistance Program (EAP)** - Confidential assistance with behavioral health, grief counseling, financial and legal advice, or any personal issue you may want assistance with
- **Universal Bus Pass** - Ride Cherriots buses for free
- **10 Paid Holidays per year**
  - New Year's Day
  - Martin Luther King Jr. Day
  - Presidents Day
  - Memorial Day
  - Juneteenth
  - Independence Day
  - Labor Day
  - Veterans Day
  - Thanksgiving Day
  - Christmas Day

### After Six Months

- **Vacation Leave** - Accrued bi-weekly from date of hire - accrual schedule starts at: 0-2 years of service | 3.08 hours bi-weekly | 10 days / year
- **Health Retirement Account** - HRA VEBA - \$838 provided by District Annually
- **Life Insurance, Accidental Death & Dismemberment Insurance** - Reliance Standard
  - \$23,000 for employee - 100% paid by District
  - \$2,000 for spouse - 100% paid by District
  - \$1,000 for dependents - 100% paid by District
- **Defined Benefit Retirement Plan** - The District contributes 29.5% of your annual earnings
- **Family Bus Pass** - Eligible dependents ride Cherriots buses for free

MORE  
BENEFITS 



## Voluntary Benefits - Employee Funded

- **Voluntary Long Term Disability Insurance** - Reliance Standard
- **Voluntary Supplemental Term Life Insurance** - Reliance Standard
  - Guaranteed issue of \$100,000 for employee, \$20,000 for spouse and \$15,000 for child(ren)
- **Deferred Compensation Plan** - MissionSquare Retirement
- **Legal and Identity Protection** - LegalShield and IDShield
- **Flexible Spending Account (FSA)** - Professional Benefits Services - Healthcare and depended care accounts that allow you to contribute on a pre-tax basis.

### NOTE:

This is only a summary of benefits provided by Salem Area Mass Transit District for employees and dependents and should not in any way be construed as the full information on these benefits. For further details and requirements, please refer to Personnel Policies and Contracts of Insurance.