

January 23, 2026**Recruitment Announcement
Journey Mechanic****Starting Wage: \$37.14
Excellent Benefit Package****Open Until Filled****Who We Are:**

The Salem Area Mass Transit District, known as Cherriots, is a great public transit system. We work hard every day to give our customers the best experience possible. We provide local, regional, and paratransit services in Marion and Polk counties. But we do more than just transportation. We help people get to jobs, shopping, and schools. We help businesses find more workers. We ensure that people can enjoy recreational, social, faith-based, and other activities without needing a car.

Cherriots is an equal-opportunity employer that aims for a workforce that reflects our diverse community. We are committed to creating an inclusive environment for all employees and encourage individuals from all backgrounds to apply.

Job Description:

As our Journey Mechanic, you will be a key member of the Maintenance team. This position is responsible for diagnosing, repairing, and maintaining our Cherriots fleet. Your goal would be to ensure that our buses and other vehicles are in top condition for safe, reliable service.

Duties:

- Repair engines that run on diesel, gasoline, and compressed natural gas (CNG), along with battery electric buses (BEB).
- Diagnose, adjust, repair, and replace parts of engines, transmissions, and drive shafts.
- Overhaul engines, clean and inspect parts, and reassemble them.
- Inspect, test, and repair brakes, transmissions, steering systems, chair lifts, and bus doors.
- Check and repair fuel, electrical, and mechanical problems.
- Change filters and lubricate vehicle parts.
- Swap buses and make repairs on road calls.
- Record your work, the parts used, and the time spent.

- Keep tools and work areas clean.
- Help other employees with technical issues and train when needed.
- Regular and reliable attendance is essential for this role. Employees must be present and engaged during work hours to collaborate effectively and meet operational needs. A defined onsite schedule is required, as this role involves using tools and equipment located onsite.
- Perform additional duties as assigned.

Pay and Benefits:

- \$37.14 per hour (includes a 30¢ per hour tool allowance)
- Full-time, non-exempt position with 40 hours a week guaranteed.
- First raise upon completion of the new hire probationary period.
- Annual pay raises.
- Shift differential pay for swing and night shifts.
- Pathways for advancement.
- Health, vision, and dental Insurance: We pay 100% for you and your family.
- Life and accidental death and dismemberment Insurance: We pay 100% for you and your family.
- Health reimbursement arrangement (HRA): We contribute yearly to help you with any out-of-pocket expenses.
- Retirement pension: We provide a generous pension. Employees can contribute to a separate retirement plan.
- 10 paid holidays
- Vacation leave, 80 hours per year
- Sick leave, 96 hours per year
- Employee assistance program (EAP)
- Flexible spending account (FSA)
- Bus pass for you and your family
- Clean shop environment
- Uniforms provided
- \$200 yearly reimbursement for work boots and safety glasses.

Requirements:

- High school diploma or GED.
- Three years of vehicular maintenance experience.
- Candidates with any satisfactory combination of related experience and training that equips them with the required knowledge, abilities, and skills for this position are encouraged to apply. Cherriots reserves the right to determine the equivalences of education and experience.
- An Oregon driver's license is required. An Oregon commercial driver's license (CDL) is preferred. **We encourage candidates who do not have a CDL to apply.** Upon hire, you must obtain a commercial learner permit with a passenger endorsement, no air brake restrictions, and a valid medical examiner's certification (med card)

before your first day of work. When you start work, we will help you obtain your CDL during our paid training.

- Clean driving record.
- Pass a drug test (including marijuana) and criminal background check.
- Have a set of heavy equipment tools and a toolbox at the time of hire.
- Able to work day, swing, or night shifts at our Salem location. Schedules are based on seniority.
- Meet the job's physical activity requirements, including the ability to lift up to 50 pounds safely.
- Able to perform all essential functions, with or without reasonable accommodation.

Physical Requirements

- A person must be able to walk, stand, and sit for extended periods, the ability to see, hear, and talk effectively, must be able to use hands for typing, handling objects, and controlling tools or equipment, and use hands and arms to reach for items.
- Heavy manual labor. It may occasionally require exerting up to 150 pounds of force. Routinely requires lifting items weighing up to 50 pounds. Occasionally requires moving or lifting items weighing up to 100 pounds.
- The person needs to bend, twist, climb, crawl, and kneel frequently as part of their tasks.
- Frequent changes in body positions are necessary.

Working Conditions

- Working conditions are typical of 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.
- Must travel occasionally to attend meetings and conferences.

To Apply:

Applications are preferred over resumes.

If you have any questions about the application or selection process, or if you need an accommodation at any stage, please contact our Human Resources Specialist at recruitment@cherriots.org or 503-361-7502. They're your go-to resource for anything related to the application process.

To obtain an application:

- **Email:** Request that an application and recruitment announcement be sent by emailing recruitment@cherriots.org.
- **Internet:** Download the application in Microsoft Word format (.doc) or Adobe Acrobat format (.pdf) from Cherriots' careers page.
<https://www.cherriots.org/careers/>
- **Telephone:** Request that an application be sent to you by calling the Human Resources Department at 503-588-2424.
- **Fax:** Request that an application be faxed to the Human Resources Department at 503-361-7532.
- **Mail:** Request an application via mail.
Cherriots
Attn: HR Specialist, Human Resources Department
555 Court St NE, Suite 5230
Salem, OR 97301

Selection Process:

- The candidate will be notified via email within two weeks of submitting their application regarding the status.
- Candidate will be selected based on the result of:
 - Resume review
 - Application review
 - Panel interview
 - Driving record review
 - Drug screen
 - Criminal background check
 - Past DOT-regulated employer review
 - Ability to obtain a valid CDL permit and medical examiner's certification.



SALEM AREA MASS TRANSIT DISTRICT
Bargaining Benefits
as of 7/1/2025

At time of hire

- **Sick Leave** - 3.70 hours, accrued bi-weekly, available after 90 days.
- **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
- **Felonious Assault Insurance** - American International Group - \$100,000 in coverage - Premium 100% paid by the District.
- **Employee Assistance Program (EAP)** - Canopy - Confidential support for life's challenges, including mental health and grief counseling, financial and legal resources, and more. Premium is 100% paid by the District.
- **Universal Bus Pass** - Ride Cherriots buses for free.

Starting the first day of the month following hire date

- **Medical and Prescription Insurance** - PacificSource or Kaiser Permanente - Premium is 100% paid by the District.
- **Vision and Hearing Insurance** - Ameritas/VSP - Premium is 100% paid by the District.
- **Dental Insurance** - Delta Dental / MODA - Premium is 100% paid by the District.

MORE
BENEFITS





SALEM AREA MASS TRANSIT DISTRICT

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After completion of Trial Service

- **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 per year
- **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** - Retirement benefit equal to $1.64\% \times (\text{years of service}) \times (\text{final average salary})$
- **Health Retirement Account** - HRA VEBA - \$838 provided by the District annually, prorated contribution upon completion of trial service.
- **Family Bus Pass** - Eligible dependents ride free.

Voluntary employee funded benefits

- **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.

NOTE:

This is a summary of benefits provided by Salem Area Mass Transit District for employees and dependents. It should not be construed as full or final information on these benefits, which are subject to change. For complete details and requirements, please refer to Personnel Policies and Contract of Insurance.