

July 8, 2026

Recruitment Announcement Service Technician

**Position Starting Wage: \$29.40
Excellent Benefits 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 to create 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.

About the Role:

Under the administrative direction of the Vehicle Maintenance Supervisor, the Service Technician performs maintenance tasks primarily related to servicing and minor routine mechanical repair work on all transit vehicles.

Duties:

- Perform inspections, lubrication, filter replacement, and minor repairs on transit vehicles; replace light bulbs, shocks, hoses, windshield wiper assemblies, and belts; document and report mechanical defects found during inspections to supervisor.
- Pressure wash engines, transmissions, radiators, and under chassis of buses.
- Perform scheduled routine fleet tire inspections, checking and adjusting tire air pressure and tread depth; mount and dismount tires; and repair, re-groove, and replace tires as needed.
- Check and maintain fluid levels in transit vehicles, including oil and transmission.

- Repair or replace seat upholstery, vehicle window glass, and anti-graffiti film or panels.
- Replace passenger shelter glass or acrylic panels.
- Operate buses to exchange buses, assist in road calls, conduct road tests and inspections, or test brakes.
- Check and recharge batteries; replace weak batteries.
- Record work performed, time worked, and parts used.
- Clean tools and work area. Follow all safety procedures for work area and work assignments.
- Communicate orally and in writing with other employees and the general public at the level necessary to perform the position's duties satisfactorily.
- Interact with other employees and the general public using courtesy, tact, and good judgment.
- Act as a positive representative of Cherriots.
- Work cooperatively with others, respect co-workers, and promote teamwork.
- Report to work on time and on a regular, predictable basis.
- Fuel transit vehicles.
- Assist in cleaning the interior and exterior of buses.
- Assist in repairing and installing bus stop signs and shelters.
- Regular and reliable attendance is an essential function of this position. This role requires that employees be present and engaged during assigned work hours to effectively collaborate with team members, customers, and fulfill operation needs. The ability to consistently adhere to a defined work schedule, and be present onsite, is crucial to the successful performance of this role's job duties and responsibilities because the essential duties of this role require using tools and/or equipment physically located onsite.
Perform additional duties as assigned.

What You Will Need to Be Successful in This Role:

- Working knowledge of vehicle servicing equipment and tools, basic mechanical parts and accessories, greasing and lubricating procedures, hazards, and safety precautions followed in heavy equipment shops.
- Skill in locating routine defects in vehicular equipment, such as damaged hoses or belts.
- Skill in safely and effectively operating the necessary tools and equipment used in servicing vehicles.
- Learn proper procedures for mounting, dismounting, and balancing tires and wheels.
- Operate a sewing machine to perform upholstery repairs.
- Make basic arithmetical computations accurately (addition, subtraction, multiplication, and division).
- Operate a variety of Cherriots vehicles, including buses, service trucks, automobiles, and forklifts.

- Perform job functions safely.

Education and Experience:

- High school diploma or GED.
- Two (2) years of experience servicing and performing minor mechanical repair work in a fleet auto or truck shop or dealership.
- 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.

Special Requirements:

- Oregon driver's license is required. Oregon commercial driver's license (CDL) is preferred. **We encourage candidates without a CDL to apply.** Upon hire, you must obtain a commercial learner's permit with a passenger endorsement, no air brake restrictions, and a valid medical examiner's certification (also known as a med card) before your first day of work. When you begin work, we will assist you in obtaining your CDL during our paid training program.
- Clean driving record.
- Successfully pass a drug test (including marijuana), physical exam, and criminal background check.
- Experience navigating a labor union environment, preferred.

Physical Requirements

- Requires prolonged periods of sitting, standing, and walking.
- Must be able to operate a computer, keyboard, tools, equipment, and other devices necessary to perform the essential functions of the position, including frequent keyboarding and data entry.
- Must be able to prepare, review, and interpret information presented in electronic and printed formats.
- Must be able to effectively communicate and accurately exchange information with coworkers, customers, and the public using verbal, written, and electronic communication methods.
- Performs heavy manual labor. Must be able to routinely lift and move objects weighing up to 50 pounds, occasionally lift and move objects up to 100 pounds, and occasionally exert up to 150 pounds of force.
- Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.

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.
- 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.
 - Resume review
 - Application review
 - Driving record review
 - Panel interview
 - Drug screen
 - Criminal background check
 - Physical exam
 - Ability to obtain a valid CDL permit and med card



SALEM AREA MASS TRANSIT DISTRICT

Bargaining Benefits

as of 7/1/2026

At time of hire

- **Sick Leave** - 3.70 hours, accrued bi-weekly, available after 90 days.
- **11 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 & the Day After
 - 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** - Moda Health or Kaiser Permanente Plus - 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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as of 7/1/2026

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% x (years of service) x (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.