

**June 4, 2026****Recruitment Announcement  
Service Worker****Starting Hourly Wage: \$24.82  
\$25.69 starting July 1, 2026  
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 Worker is responsible for maintaining the cleanliness of District vehicles and facilities. This individual is also responsible for maintaining the appearance of District equipment, buildings, bus stop signs, and bus shelters.

**Duties:**

- Refuel and replenish bus fluids; clean the bus by sweeping its interiors, emptying waste baskets, hand-washing the front, back, and wheels, and removing water spots from bus windows; drive the bus through the automatic bus wash; park the bus.
- On a scheduled basis, perform major bus cleaning by washing floors, windows, seats, walls, roof, and other soiled areas.
- Clean interior and exterior of District automobiles and trucks.

- Perform routine facility, office, and grounds cleaning and maintenance functions, including preparing and cleaning up the bus wash and fuel island, cleaning shop and office areas, cleaning up and maintaining parking areas, and cleaning drains and filters.
- Assist the facilities maintenance crew by cleaning and removing graffiti from bus shelters and bus stop signs, and cleaning up broken glass.
- Start buses in the early morning, check the working condition of interior and exterior lights, and check the air pressure buildup.
- Assist other maintenance personnel in exchanging buses when necessary.
- Record work performed, time worked, and parts used.
- Assist in moving materials and equipment.
- Follow all safety procedures for the 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 the District.
- Work cooperatively with others, respect co-workers, and promote teamwork.
- 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 and customers and fulfill operational needs. The ability to consistently adhere to a defined work schedule and be present on-site 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 on-site.
- Perform additional duties as assigned.

### **What You Will Need to be Successful in This Role:**

- Knowledge of cleaning procedures and materials for upholstery, vinyl, carpets, windows, etc.
- Knowledge of safety hazards and precautions associated with cleaning and routine maintenance work.
- Knowledge of hazards and safety precautions followed in heavy equipment shops.
- Rapidly gained through on-the-job training: knowledge of vehicle servicing equipment and tools; knowledge of greasing and lubricating equipment and procedures.
- Operate any assigned transit vehicle (30' – 40' buses, service trucks, or automobiles).
- Operate a forklift and any assigned servicing equipment.
- Perform job functions safely.

### **Requirements:**

- High school diploma or GED.
- One (1) year of experience working in a fleet auto, 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:**

- 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 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), physical exam, and criminal background check.
- Able to work day, swing, or night shifts at our Salem locations. Schedules are based on seniority.
- Experience navigating a labor union environment, preferred.

### **Physical Requirements**

- A person must be able to walk, stand, and sit for extended periods; must be able 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.

### **Working Conditions**

- Working conditions typical of a maintenance shop environment with exposure to noise, dust, heat, oil, diesel fuel, solvents, etc.
- 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](mailto: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](mailto: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
  - Physical exam
  - Criminal background check
  - 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.
- **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 & 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

### **Bargaining Benefits**

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.