

July 1, 2025**Recruitment Announcement
Transit Operator****Starting Hourly Wage: \$28.61
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 general supervision of Operations Supervisors, Transit Operators will operate buses to provide fixed route services to riders in the Salem-Keizer area.

How You Will Make an Impact:

- Based on federal guidelines, perform pre-trip inspections of buses and make necessary adjustments or corrections before moving buses.
- Operate buses following designated routes and schedules; Cherriots established safety standards and traffic laws of the State of Oregon.
- Collect and process fares and issue day passes.
- Provide riders and the general public with information regarding Cherriots' transit system, courteously and professionally.
- Assist with boarding and disembarking for riders with disabilities and others who need assistance.

- Communicate immediately by bus radio all emergency conditions, accidents, or unusual incidents accurately.
- Assume control of the scene of a security incident or accident until the arrival of emergency personnel and/or Operations Supervisor.
- Complete required reports and forms accurately, thoroughly, and promptly.
- Act as a positive representative of Cherriots.
- Interact with the general public using courtesy, tact, and good judgment.
- Work cooperatively with others, respect co-workers, and promote teamwork.
- Report to work on time and a consistent and predictable basis. 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 if the employee is not present, someone else would be required to perform their duties.
- Perform additional duties as assigned.

What You Will Need to Be Successful in This Role:

- Working knowledge of customer service techniques.
- Communicate, both orally and in writing, with other employees and the general public at the level necessary to satisfactorily perform the position's duties.
- Safely operate any assigned transit bus or other assigned vehicle on a designated route while maintaining an accurate schedule.

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) and criminal background check.
- Ability to work varying work schedules. Cherriots operates seven days a week from early morning to late evening. Work schedules are bid three times a year based on seniority.

Required Education and Experience:

- High school diploma or GED.
- One year of successful experience working with the general public.

- 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.

Working Conditions:

- Some exposure to inclement weather conditions.
- Subject to varying shift schedules.
- There is also extensive interaction with the general public and large groups.

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
 - Driving record review – Upon submitting your application, you must submit a DMV report for every state where you have held a driver's license in the past five years.
 - Panel interview
 - 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





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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.