

June 26, 2026

Recruitment Announcement Transit Operator

**Position Hourly Wage: \$29.61
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 administrative direction of Operations Supervisors, the Transit Operator operates buses to provide fixed route transit service to riders.

Duties:

- 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 the traffic laws of the State of Oregon.
- Collect and process fares and issue day passes.
- Provide riders and the general public with information regarding the 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 in an accurate manner.
- 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, be respectful of co-workers, and promote teamwork.
- Report to work on time and on a consistent and predictable basis. Regular and reliable attendance is an essential function of this position. This role requires employees to 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 duties of the position.
- Safely operate any assigned transit bus or other assigned vehicle on a designated route while maintaining an accurate time schedule.

Education and Experience:

- High school diploma or GED.
- One (1) 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.

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.

Physical Requirements

- A person must be able to walk, stand, and sit for extended periods, have the ability to see, hear, and talk effectively, be able to use hands for typing, handling objects, and controlling tools or equipment, and use hands and arms to reach for items.
- Regularly carry items weighing up to two (2) pounds, lift and push/pull items weighing up to fifty (50) 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

- Duties are performed in areas where they may be exposed to loud noise, severe weather conditions, and fumes: within a bus maintenance shop environment, while riding transit vehicles, or while being outdoors.
- Extensive interaction with the general public and large groups.
- Work varying work schedules. Cherrlots operates service seven days a week from early morning to late evening. Work schedules are bid three times a year based on seniority.
- Under the Labor Agreement, working hours may extend up to twelve hours per day.

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.
- **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





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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% 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.