

September 13, 2024

RECRUITMENT ANNOUNCEMENT

Journey Mechanic

Starting Wage: \$33.14
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 our buses and other vehicles are in top condition for safe and 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. Adherence to a defined onsite schedule is crucial, as this role requires the use of tools and equipment located onsite.
- Perform additional duties as assigned.

Pay and Benefits:

- \$33.14 starting hourly rate, which includes a 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 graveyard shifts.
- \$200 yearly reimbursement for safety shoes.
- Health, Prescription, Vision, and Dental Insurance: We pay the premium for you and your family.
- Life and Accidental Death and Dismemberment Insurance: We pay the premium for you and your family.
- Health Reimbursement Arrangement (HRA): We contribute yearly to help you with any out-of-pocket expenses.
- Retirement Plan
- Paid Holidays
- Vacation Leave
- Sick Leave
- Employee Assistance Program (EAP)
- Flexible Spending Account (FSA)
- Bus pass for you and your family

Requirements:

- High school diploma or GED.
- Three years of vehicular maintenance experience. **OR** Any satisfactory equivalent combination of related experience and training that provides the required knowledge, abilities, and skills.
- Oregon driver's license is required. 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.
- 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 or Keizer locations. 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 require exerting up to 150 pounds of force occasionally. 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 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 regarding the application or selection process, please get in touch with the Human Resources Specialist at recruitment@cherriots.org or 503-361-7502.

If you need accommodation under the Americans with Disabilities Act or Equal Employment Opportunity Act for any part of the application process, please get in touch with our Human Resources Specialist at 503-361-7502.

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 the Salem Area Mass Transit District's 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 by faxing the Human Resources Department at 503-361-7532.
- Mail: Request an application via mail.
Cherriots
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
 - Ability to obtain a valid CDL permit and med card



Bargaining Employee Benefits

as of 7/1/2024

At Time of Hire

- **Medical and Prescription Insurance** - your choice of Regence Blue Cross Blue Shield or Kaiser Permanente - premium is 100% paid by District - effective first of month after hire date
- **Vision and Hearing Insurance** - Ameritas - premium 100% paid by District - effective first of month after hire date
- **Dental Insurance** - Delta Dental / MODA - premium 100% paid by District - effective first of month after hire date
- **Felonious Assault Insurance** - American International Group - \$100,000 in coverage - premium 100% paid by District
- **Sick Leave** - 3.70 hours, accrued bi-weekly - available for use after 90 days
- **Employee Assistance Program (EAP)** - Confidential assistance with behavioral health, grief counseling, financial and legal advice, or any personal issue you may want assistance with
- **Universal Bus Pass** - Ride Cherriots buses for free
- **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

After Six Months

- **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 / year
- **Health Retirement Account** - HRA VEBA - \$838 provided by District Annually
- **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 $1.64\% \times (\text{years of service}) \times (\text{final average salary})$
- **Family Bus Pass** - Eligible dependents ride Cherriots buses for free

MORE
BENEFITS 



Voluntary Benefits - Employee Funded

- **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 - Healthcare and depended care accounts that allow you to contribute on a pre-tax basis.

NOTE:

This is only a summary of benefits provided by Salem Area Mass Transit District for employees and dependents and should not in any way be construed as the full information on these benefits. For further details and requirements, please refer to Personnel Policies and Contracts of Insurance.