

July 1, 2024**RECRUITMENT ANNOUNCEMENT
Transit Operator****Starting Hourly Wage: \$27.25
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, operates buses to provide fixed route transit service to riders.

How You Will Make an Impact:

- Perform pre-trip inspections of buses and make necessary adjustments or corrections before moving buses.
- Operate buses following designated routes and schedules; the District 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 the District's transit system courteously and professionally.
- Assist with boarding and disembarking for riders with disabilities and others who need assistance.
- Communicate all emergency conditions, accidents, or unusual incidents accurately and immediately by bus radio.

- Assume control of the scene of a security incident or accident until the arrival of emergency personnel and Operations Supervisor.
- Complete required reports and forms accurately, thoroughly, and promptly
- Act as a positive representative of the District.
- Interact with the general public using courtesy, tact, and good judgment.
- 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 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 equipment physically located onsite.

What You Will Need to Be Successful in This Role:

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

Special Requirements:

- Ability to meet the Federal Motor Carrier Safety Regulations physical qualifications for commercial drivers.
- Ability to obtain a valid Oregon Class B driver's permit along with passenger and air brake endorsements before the hire date and obtain a valid Oregon Class B commercial driver's license within three (3) weeks after the hire date.
 - All licensing fees and passing required licensing and endorsement examinations are the total responsibility of the applicant.
 - A person with a commercial driver's license issued by another state must obtain an Oregon Class B commercial driver's license within 30 days of being domiciled in Oregon or within three (3) weeks after the date of hire, whichever comes first.
- Driving record that demonstrates adherence to safety in the operation of motor vehicles and adherence to traffic laws and regulations.
- Must have no criminal conviction which may, in the sole judgment of the District, constitute a threat to property or the safety of others.
- Must successfully pass a drug screen.
- Ability to work varying work schedules. The District operates service seven days a week from early morning to late evening. Work schedules are bid quarterly based on seniority.

Required Education and Experience:

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

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 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.