Sacramento Regional Transit District

Bus Operator

SALARY	$27.16 - $38.80 Hourly	**LOCATION**	1400 29th Street Sacramento, CA
JOB TYPE	Full Time	**JOB NUMBER**	2026-00255IE
DEPARTMENT	Bus Operations	**OPENING DATE**	08/11/2026
CLOSING DATE	8/24/2026 11:59 PM Pacific	**RECRUITMENT TYPE**	Internal/External

Description

***Incentive Bonuses Available!**

$1000 - In the first or second pay period after possessing the required Commercial Driver's License (CDL) $1000 - At the completion of the probation

The purpose of this position is to operate District coaches ensuring safe and timely transport of passengers. This is accomplished by maintaining designated route schedules; assisting passengers; handling and controlling disruptive passengers; recognizing and resolving circumstances or events that impact proper operation; inspecting coaches; completing reports; collecting fares; inspecting passes; and providing special assistance to disabled passengers. Duties may vary based on route, physical demands, equipment and clientele. Other duties include performing special service duties and other special assignments per dispatch.

Examples of Duties

- Operates coach/bus; follows safe, defensive driving practices; follows District operating policies and procedures; maintains schedules; collects fares; validates passes; operates radio; makes announcements; enters announcements into automated system; follows prescribed route; performs special service assignments, bus bridges, fill services and acts as replacement drivers; assists in training new drivers.
- Performs customer service activities; reacts to and manages passenger conflicts and disruptive/hostile/abusive passengers; assists passengers with directions, information, rules, and regulations; assists with 911 emergency situations as directed; assists boarding/exiting passengers; assists with securing carts, strollers, luggage, and other belongings; assists passengers who need special assistance.
- Performs pre-trip safety inspection; conducts coach inspections as needed; promotes passenger safety awareness; identifies potential safety concerns; reports coach trouble/malfunction, traffic problems, road hazards and accidents; troubleshoots en route problems; reports unusual activities to Police; completes paperwork including time slips, day card, arrival and departure times, occurrence/incident reports, passenger counts, types of fares used, and log books.

Minimum Qualifications

Formal Education: High School Diploma or GED equivalent.

Experience: Two years of customer service experience that includes providing information and/or assistance directly to the public OR 1 year of previous transit operator experience.

License/Certifications: Must possess a valid Driver's License at the time of application and have the ability to obtain a valid California Class B Driver's Permit with passenger and airbrake endorsement(s) within 30 calendar days of employment. Training will be provided to assist in preparing the operator to successfully obtain the permit.

SacRT will reimburse operators for the DMV fees required to obtain the DMV Commercial Learner's Permit. Reimbursement will be made in the first pay period following the submission of DMV documentation, including the DMV receipt, of obtaining the permit.

Other Requirements: Three (3) years of verifiable driving experience; must have the ability to pass pre-employment physical/drug screen and Department of Justice criminal background check; must have a verifiable work history and pass employment reference check. Must comply with drug and alcohol testing provisions for safety-sensitive employees as required by the FTA, Department of Transportation (49 CFR, Parts 40 and 655). (See job descriptions for complete list of special requirements, licenses and/or certificates.)

Filing Instructions/Supplemental Information

The minimum qualifications as stated on this job announcement represent only the basic requirements of the position. Meeting the minimum qualifications does not guarantee that a candidate will be invited to participate in other examination segments of the selection process. An employment application is required for this position. Application, job announcements, and the complete job description are available at our website at www.sacrt.com.

Completed employment application must be submitted online no later than Monday, August 24, 2025, at 11:59 p.m. SacRT will not process incomplete applications. Resumes are not accepted in lieu of an application but may be included with the application. For more information on benefits, a summary sheet is available from the Human Resources Department. The Human Resources Department will make reasonable efforts in the recruitment process to accommodate candidates with disabilities. For more information, contact the Human Resources Department at (916) 556-0298.

***Incentive Program:**

The district is now offering new recruitment and retention incentives to hire and keep more highly skilled bus operators.

SacRT is offering an Operator Hiring Incentive Program to newly hired operators once they complete two major milestones in the district. The first, an operator will receive $1000 in the first or second pay period after which they possess the required Commercial Driver's License {CDL) and a second amount of $1000 at the completion of the probation.

Note: For operators who possess the required CDL when they are hired, they will receive the first incentive payment in

their second pay period of employment. For those who do not possess the required CDL at time of hire, they will receive the first incentive payment in the first pay period after they successfully test and obtain the required CDL.

Recruitment incentive and referral incentive do not apply for re-hire applicants.

Note: Although the use of certain controlled substances is now legal in California for both recreational and/or medicinal purposes, if you are not able to pass a pre-employment drug screening, you will not be considered for this position.

SacRT has a stand-alone pension plan which is not part of, nor does it have reciprocity with CalPERS.

SacRT is an Equal Opportunity Employer EOE

This position falls under the ATU, Local 256 Collective Bargaining Unit

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Employer
Sacramento Regional Transit District

Address
1400 29th Street

Sacramento, California, 95816

Phone
9165560298

Website
http://www.sacrt.com/

Bus Operator Supplemental Questionnaire

*QUESTION 1

Please describe your vehicle driving experience. In your response, include any commercial, large vehicle, or other transit driving experience you may have. Also, please detail your specific job duties, job title, employer and number of months/years you performed these duties. Please indicate if you have been driving as a licensed driver for at least three years (yes or no) and include the average number of hours you drive per week.

*QUESTION 2

Please describe your work experience providing customer service to the public that includes providing information and/or assistance. In your response detail your specific job duties, job title, employer and number of months/years you performed these duties.

*QUESTION 3

SacRT operates nearly 24 hours a day, 7 days a week. This job may require you to work early mornings, afternoons, split shifts, nights, weekends, and/or holidays. Is this a requirement that you can meet? (yes or no).

- ◯ Yes
- ◯ No

* Required Question