**WATER/WASTEWATER ENGINEERING INTERN PAY GUIDELINES**

Florida Minimum Wage $11.00

City Living Wage $15.00

Effective June 1, 2022

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| **COLLEGE LEVEL** | **PAY RANGE** |
| **Freshman / Sophomore** (No degree) | **$16.00** |
| **Junior** (Associate degree, working towards Bachelor degree) | **$17.00** |
| **Senior** (Associate degree, working towards Bachelor degree) | **$18.00** |
| **1st Year Grad** (Bachelor degree, working towards Master degree) | **$19.00** |
| **2nd Year Grad** (Bachelor degree, working towards Master degree) | **$20.00** |
| **3rd Year Grad** (Master degree, working towards PhD or JD) | **$21.00** |
| **4th Year Grad** (Master degree, working towards PhD or JD) | **$22.00** |

* Documentation indicating current enrollment, college level, and certifications, if applicable, will be required from the student
  + Upon hiring, HR will obtain current documentation
  + As student progresses, new documentation must be attached to the request for increases
    - Documentation is registration for the semester which indicates education level
    - Must be from the college (college letterhead/logo visible)
    - Pay increase is effective the next pay period following registration confirmation
* Pay will only be increased upon entrance to next college level, e.g. Junior to Senior
* Deviations from this matrix require approval of the Human Resources Director