

Employer Survey

2023



Economic and Labor Market Information

VERMONT DEPARTMENT OF LABOR

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INTRODUCTION

The Economic and Labor Market Information Division (LMI) of the Vermont Department of Labor (VDOL) surveyed Vermont firms about various benefits including healthcare, leave, and retirement. Employers were also asked about other topics such as employee retention, remote work, and in-demand skills. This 2023 Employer Survey is an evolution of the Fringe Benefit Survey conducted by The Department in the past. The following pages are a summary of the findings. All information presented here is based on employer provided responses to a voluntary survey even if not explicitly stated.

SURVEY DESIGN

LMI distributed the survey using Survey Monkey, a web-based survey development software. In total, it was distributed to 1,842 firms. During the 22 days the survey was open, 667 employers provided usable responses. This resulted in a response rate of 36.2%. The survey recipients included firms covered by Vermont Unemployment Insurance (UI) law. For the purpose of the study, the universe population is active

private firms in Vermont with employment of five or more employees in quarter 3 of 2022. In total, the universe was approximately eight-thousand firms. Only firms with a valid email were included in the sample.

Please see the Appendix for the complete survey instrument.

INDUSTRY REPRESENTATION

The industry composition of the universe and survey respondents was broadly similar (see Figure 1).

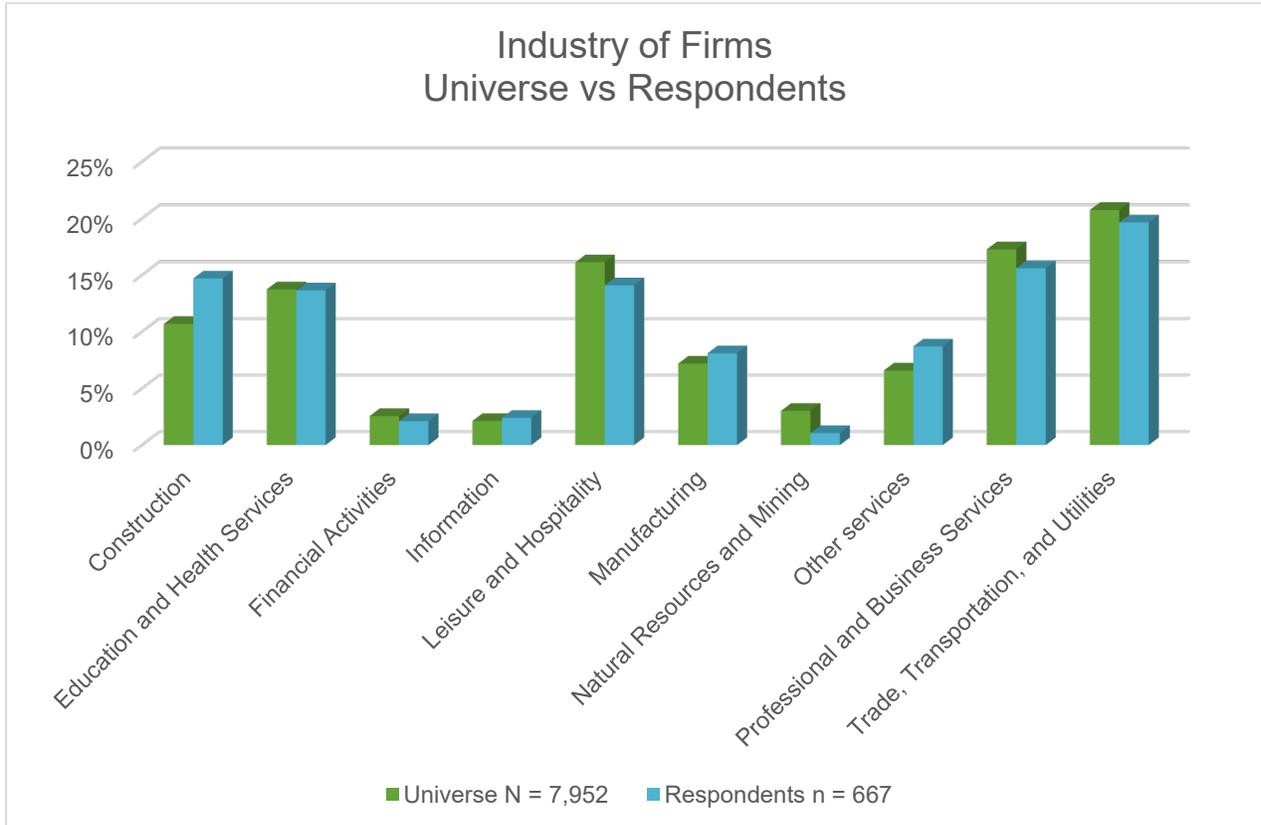


Figure 1

SIZE CLASS REPRESENTATION

The employer size classes of respondents were broadly similar to the universe (Figure 2). The universe is predominantly smaller employers.

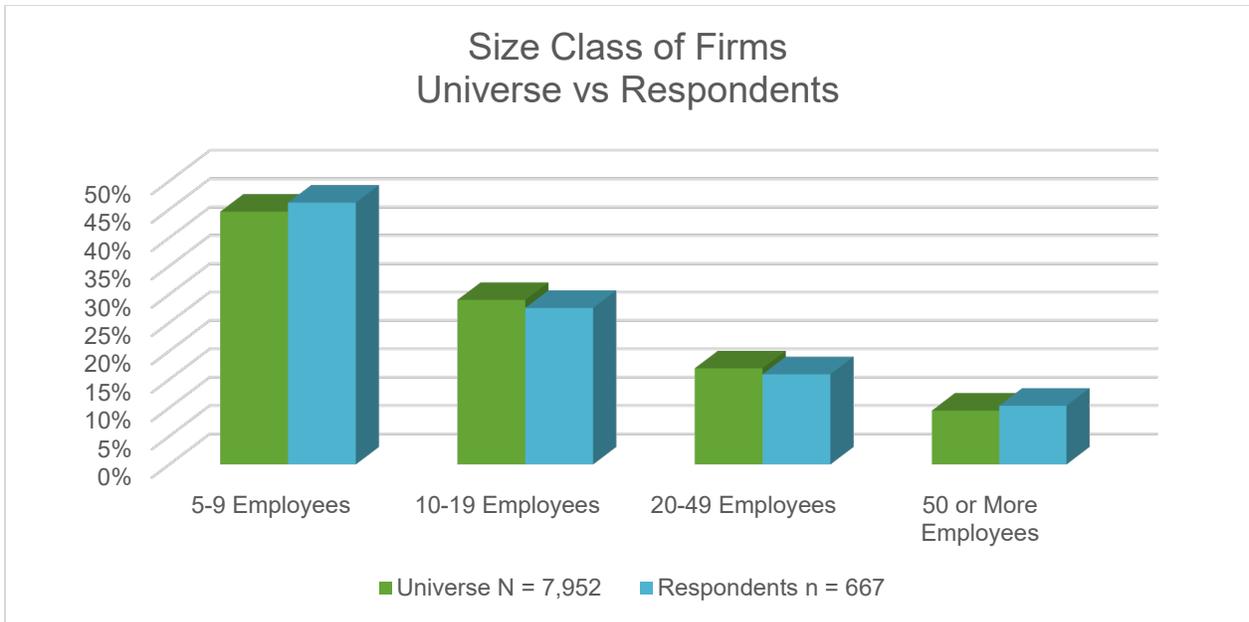


Figure 2

GEOGRAPHIC REPRESENTATION

The three areas of the state (as defined by the Occupational Employment and Wage Statistics program) were well represented by respondents (Figure 3).

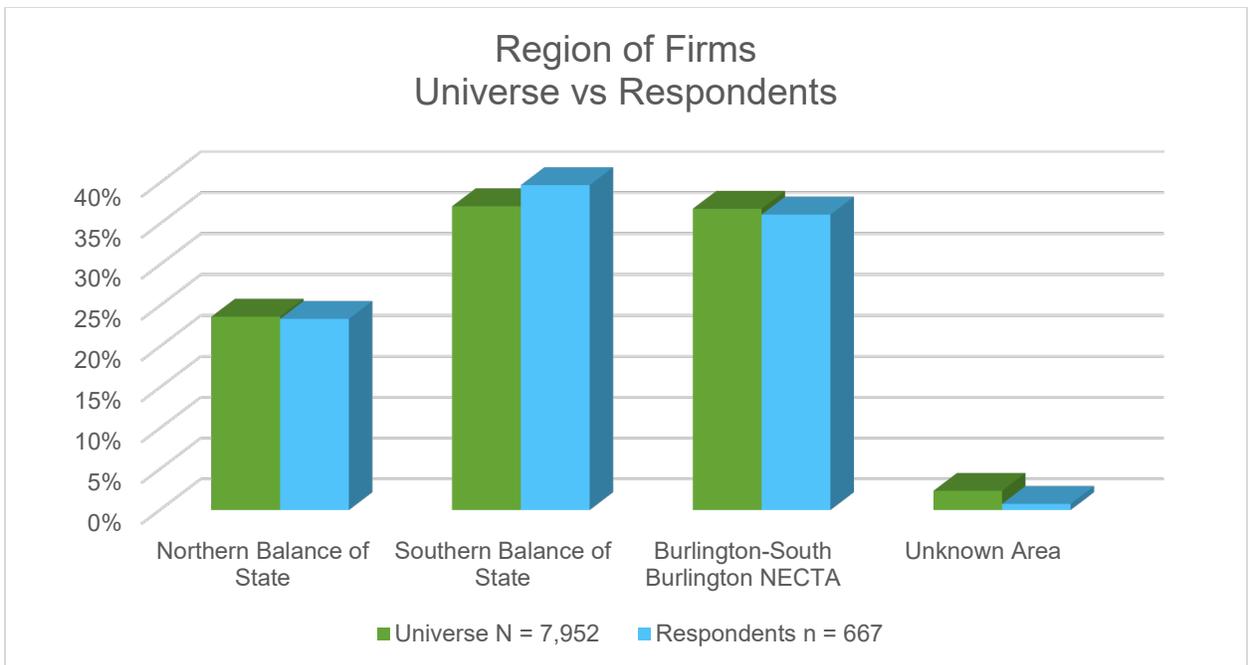


Figure 3

HIGHLIGHTS

- ❖ 53.0% of respondents offered Medical Insurance
- ❖ 46.9% of respondents reported having vacant positions
- ❖ 64.9% of respondents offered a flexible work schedule to employees
- ❖ 57.9% of respondents offered a retirement plan with employer contribution

BENEFITS

HEALTHCARE

Employers were surveyed about nine different types of healthcare benefits (see Table 1 and Table 2). They were asked to indicate whether the benefits were “not offered”, offered to “Full-time workers”, or offered to “Full-time and Part-time workers”. Medical insurance was the most widely offered healthcare benefit, offered by 53.0% of respondents, with 40.5% offering it to just full-time workers and 12.5% of respondents offering it to both full-time and part-time workers. Prescription Drug Insurance (39.0%), Dental Insurance (36.3%), and Vision Insurance (32.1%) were the second, third, and fourth, respectively, most reported healthcare benefits offered. Health Reimbursement Arrangements were the least common healthcare benefit, offered by 16.0% of survey respondents.

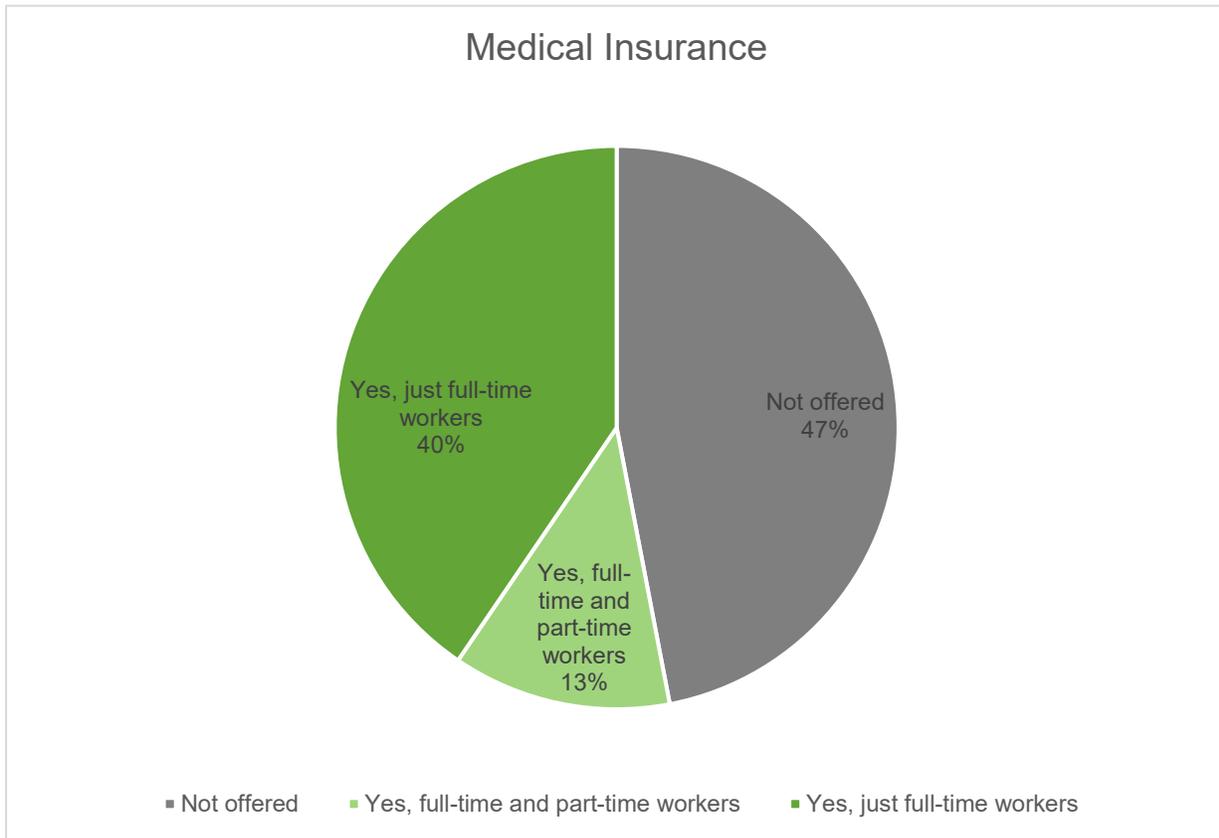


Figure 4

Table 1. Healthcare Benefits

	Yes, offered	Not offered	n
Medical Insurance	53.0%	47.0%	662
Prescription Drug Insurance	39.0%	61.0%	631
Dental Insurance	36.3%	63.7%	641
Vision Insurance	32.1%	67.9%	633
Health Savings Account (HSA)	22.9%	77.1%	616
Health Reimbursement Arrangement (HRA)	16.0%	84.0%	595
Short-term Disability	29.2%	70.8%	617
Long-term Disability	25.4%	74.6%	610
Life Insurance	27.4%	72.6%	613

Table 2. Healthcare Benefits: Full-Time and Part-Time

	Yes, just full-time workers	Yes, full-time and part-time workers	Not offered	n
Medical Insurance	40.5%	12.5%	47.0%	662
Prescription Drug Insurance	29.5%	9.5%	61.0%	631
Dental Insurance	23.9%	12.5%	63.7%	641
Vision Insurance	21.2%	10.9%	67.9%	633
Health Savings Account (HSA)	16.4%	6.5%	77.1%	616
Health Reimbursement Arrangement (HRA)	10.4%	5.5%	84.0%	595
Short-term Disability	18.6%	10.5%	70.8%	617
Long-term Disability	16.4%	9.0%	74.6%	610
Life Insurance	17.3%	10.1%	72.6%	613

LEAVE

Paid holidays (77.9%), paid vacation time (70.0%), and paid sick leave (65.8%) were the most offered leave benefits. Consolidated leave was also common, offered by 44.0% of respondents. Consolidated leave is when vacation, sick, and sometimes other types of leave are all combined into a single bucket for use at the employee's discretion (Table 3).

Table 3. Leave Benefits

	Yes, offered	Not offered	n
Paid holidays	77.9%	22.1%	597
Paid vacation leave	70.0%	30.0%	584
Paid sick leave	65.8%	34.2%	579
Consolidated leave (paid time off, time banks)	44.0%	56.0%	554
Paid family leave (separate from accrued vacation or sick time)	23.1%	76.9%	533

Table 4. Leave Benefits: Full-Time and Part-Time

	Yes, just full- time workers	Yes, full-time and part-time workers	Not offered	n
Paid holidays	42.0%	35.8%	22.1%	597
Paid vacation leave	43.3%	26.7%	30.0%	584
Paid sick leave	32.3%	33.5%	34.2%	579
Consolidated leave	24.9%	19.1%	56.0%	554
Paid family leave	13.5%	9.6%	76.9%	533

Respondents reported offering a median of 15 days of Consolidated leave for employees with 5 years of tenure. Consolidated and Vacation leave types both increased with tenure, while sick leave remained the same. A small percentage of respondents indicated they offered unlimited leave. This was not calculated as part of the median (Table 5).

Table 5. How many days of leave does your firm offer for full-time workers?

	Median	n
Consolidated days (after 1 year)	10	242
Consolidated days (after 5 years)	15	222
Vacation leave (after 1 year)	7	334
Vacation leave (after 5 years)	14	323
Sick leave (after 1 year)	5	292
Sick leave (after 5 years)	5	270
Paid Holidays	7	419

JOB VACANCY, RECRUITMENT, AND RETENTION

VACANCY

Respondents were asked if they have any job vacancies and if so, how many. Nearly half of firms (46.9%) indicated “Yes”. “One” vacancy was the most common answer (31.2%) closely followed by “Two” (27.6%) (Table 6 and Table 7).

Employers were asked “What skills, credentials, and/or certifications are the most difficult to recruit for?” (Figure 5). Unsurprisingly the skills were often industry specific, for example skilled carpenters are in high-demand in the Construction industry, Registered Nurses were in-demand in for employers in the Health Care industry, Cooks in the Leisure and Hospitality industry, etc. A commercial driver’s license (CDL), followed by Licensed Teacher, and Registered Nurse were cited as the most in-demand licenses or certifications. The most in-demand skills were cooking (or chef), carpentry, and customer service.

Employers frequently used the words “skilled” and “experienced” to describe the workers they are looking for. However, an even greater number of employers reported having difficulty recruiting for what can be called “work readiness”. Work readiness includes basic qualities such as showing up to work on-time, being dependable, and working well with others. The employer responses demonstrate a demand for both entry level workers as well as experienced professionals.

CHILDCARE AND ELDERCARE

Very few respondents offered childcare. Employers who selected “Other” and provided additional information often did not directly offer childcare, but instead some type of accommodations or support for employees with children. No respondents offered “Off-site daycare”, while 1.4% offered “On-site” and 0.3% of employers offered reimbursements for daycare expenses (Table 8).

Table 8. Does your firm offer childcare?

On-site daycare	1.4%
Off-site daycare	0.0%
Reimbursements	0.3%
Other	4.5%
No	93.8%
n	626

Many employers reported losing employees in the past year due to employee child or eldercare needs at home, 6.1% and 4.2% respectively (Table 9). Of the firms that reported losing employees due to childcare needs, 50.0% reported losing exactly “one” employee, 47.4% reported losing “2-5” employees, and the other 2.6% reported losing “6-10” employees (Table 10). Of those firms that lost employees to eldercare needs, 69.2% reported losing exactly “one” employee, and the other 30.8% reported losing “2-5” employees (Table 11).

Table 9. Firms with Employees that Left Job to Care for Children or Aging Family Members

	Childcare	Eldercare
Yes	6.1%	4.2%
No	93.9%	95.8%
n	625	624

Table 10. Are you aware of any former employees who left a job with your firm in the past twelve months due to a lack of childcare (not related to parental leave)?

	"Yes"
Yes, one	50.0%
Yes, 2-5	47.4%
Yes, 6-10	2.6%
Yes, more than 10	0.0%
n	38

Table 11. Are you aware of any former employees who left a job with your firm in the past twelve months due to care for an aging family member?

	"Yes"
Yes, one	69.2%
Yes, 2-5	30.8%
Yes, 6-10	0.0%
Yes, more than 10	0.0%
n	26

RETIREMENT, REMOTE WORK, EDUCATION BENEFITS, ETC.

RETIREMENT BENEFITS

Over half of respondents contribute to employee retirement plans (57.9%). Some of the 2.2% of firms that indicated "Other" did offer an employer contribution. However, the "Other" field was most often used to indicate that the firm either offered a retirement plan (but didn't contribute to it) or contributed to employee retirement plans after a certain tenure or only for employees that met a minimum earning threshold (Table 12).

Table 12. Does your firm offer a retirement plan with employer contributions?

Yes	57.9%
Yes, full-time and part-time	29.4%
Yes, full-time workers only	28.5%
Other (please specify)	2.2%
Not offered	39.8%
n	625

REMOTE WORK AND FLEXIBLE SCHEDULE

About a third of firms surveyed offer telework (30.2%). "100% remote" was the least common response (2.2%), while about one-fifth of respondents (20.6%) offered hybrid schedules for certain occupations. Most "Other" responses (5.0%) were also "Yes" responses indicating certain positions could telework at their firm or telework was available on an ad hoc basis as needed. (Table 13). Flexible work schedules were over twice common as telework in survey respondents, offered by 64.9% of surveyed employers. Customizable

working hours were the most common type of flexible schedule (51.4%) followed by a full-time schedule of less than 40 hours (24.4%) (Table 14).

Table 13. Does your firm offer telework?

Yes	30.2%
Yes, for certain occupations we allow hybrid	20.6%
Yes, for certain occupations we allow full time remote	7.4%
Yes, 100% remote	2.2%
Other	5.0%
No	64.8%
n	625

Table 14. Does your firm offer a flexible work schedule?

Yes*	64.9%
Customized working hours/Flextime	51.4%
Reduced hours (full-time workers less than typical 35-40 hours)	24.4%
Compressed/Condensed workweeks	19.7%
Other	11.1%
No	35.1%
n	624

*Respondents could make multiple selections

EDUCATION BENEFITS

Tuition reimbursement was the most common benefit (15.7%), followed closely by attending classes during work time and “Other” (12.6% and 11.5% respectively). “Other” responses were often additional details of education or training benefits offered by the employer, such as on the job trainings, for example.

Table 15. Does your firm offer any of the following education-related benefits? *

Tuition reimbursement	15.7%
Tuition advance	3.0%
Attending class is considered work time/Work time allowed for attending classes	12.6%
Other	11.5%
None offered	59.7%
n	667

*Respondents could make multiple selections

APPENDIX

SURVEY INSTRUMENT

1. How many employees did your firm have on its payroll for the period that includes the week of November 12th? (If none, please enter zero)

Full time (35 or more hours per week):

Part time (Less than 35 hours per week):

2. Please indicate which health benefits are offered

Yes, full-time and part-time workers	Yes, just full-time workers	Not offered
Medical Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prescription Drug Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Savings Account (HSA) <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Reimbursement Arrangement (HRA) <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term Disability <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term Disability <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Which of the following types of paid leave does your firm offer?

Yes, full-time and part-time workers	Yes, just full-time workers	Not offered
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated leave (paid time off, time banks)		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation leave		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick leave		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid holidays		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid family leave (separate from accrued vacation or sick time)		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. How many days of leave does your firm offer for **full-time workers**? (If none, please enter zero)

Consolidated days (after 1 year)

Consolidated days (after 5 years)

Vacation leave (after 1 year)

Vacation leave (after 5 years)

Sick leave (after 1 year)

Sick leave (after 5 years)

Paid Holidays

5. If family leave is offered, what is the structure of benefits?

Not offered

Yes, please specify (For example, number of weeks at percent rate of pay)

6. Does your firm offer childcare?

No

On-site daycare

Off-site daycare

Reimbursements

Other (please specify)

7. Are you aware of any former employees who left a job with your firm in the past twelve months due to a lack of child care (not related to parental leave)? Use your best guess.

No, none

Yes, one

Yes, 2-5

Yes, 6-10

Yes, more than 10

8. Are you aware of any former employees who left a job with your firm in the past twelve months due to care for an aging family member? Use your best guess.

- No, none
- Yes, one
- Yes, 2 to 5
- Yes, 6 to 10
- Yes, more than 10

9. Does your firm offer a flexible work schedule?

- Yes
- No

10. What types of flexible work schedules do you offer?

- Customized working hours/Flextime (altered start or end times rather than traditional workdays)
- Reduced hours (full-time workers less than typical 35-40 hours)
- Compressed/Condensed workweeks (working longer hours over fewer days)
- Other (please specify)

11. Does your firm offer telework?

- No
- Yes, for certain occupations we allow hybrid
- Yes, for certain occupations we allow full time remote
- Yes, 100% remote
- Other (please specify)

12. Does your firm offer a retirement plan with employer contributions?

- Yes, full-time and part-time
- Yes, full-time workers only
- Not offered
- Other (please specify)

13. Does your firm offer any of the following education-related benefits?

- None offered
- Tuition reimbursement
- Tuition advance
- Attending class is considered work time/Work time allowed for attending classes
- Other (please specify)

14. Do you currently have vacant positions you are trying to fill?

- Yes
- No

15. How many vacancies do you currently have?

16. What skills, credentials, and/or certifications are the most difficult to recruit for?

17. Does your organization have an affiliation with a national or multi-state company that determines the benefits package for your Vermont employees?

- Yes
- No

18. If yes, what is the overall size of the national or multi-state partner?

- Under 50 employees
- 50-99 employees
- 100 or more employees

19. Are you interested in learning about resources and programs that help employees return to work?

VT RETAIN is a free program managed by the State of Vermont that provides support to workers with injuries or illnesses to help them stay at or get back to work as quickly and successfully as possible. <https://labor.vermont.gov/vt-retain>

- Yes
- No

20. Would you like someone from VT RETAIN to reach out to you to provide more information?

Name:

Email:

21. How do you think the Vermont economy is now, compared to 6 months ago?

Much worse	Worse	Same	Better	Much better
<input type="radio"/>				

22. In six months, how do you think the Vermont economy will be compared to now?

Much worse	Worse	Same	Better	Much better
<input type="radio"/>				

23. How do you think the Vermont economy is performing compared to:

	Much worse	Worse	Same	Better	Much better
Rest of New England	<input type="radio"/>				
Rest of United States	<input type="radio"/>				

1. How many employees did your firm have on its payroll for the period that includes the week of November 12th? (If none, please enter zero)

Full time (35 or more hours per week):

Part time (Less than 35 hours per week):

2. Please indicate which health benefits are offered

Yes, full-time and part-time workers	Yes, just full-time workers	Not offered
Medical Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Prescription Drug Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vision Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Savings Account (HSA) <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health Reimbursement Arrangement (HRA) <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-term Disability <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Long-term Disability <input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Life Insurance <input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Which of the following types of paid leave does your firm offer?

Yes, full-time and part-time workers	Yes, just full-time workers	Not offered
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consolidated leave (paid time off, time banks)		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation leave		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick leave		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid holidays		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid family leave (separate from accrued vacation or sick time)		
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. How many days of leave does your firm offer for **full-time workers**? (If none, please enter zero)

Consolidated days (after 1 year)

Consolidated days (after 5 years)

Vacation leave (after 1 year)

Vacation leave (after 5 years)

Sick leave (after 1 year)

Sick leave (after 5 years)

Paid Holidays

5. If family leave is offered, what is the structure of benefits?

Not offered

Yes, please specify (For example, number of weeks at percent rate of pay)

6. Does your firm offer childcare?

No

On-site daycare

Off-site daycare

Reimbursements

Other (please specify)

7. Are you aware of any former employees who left a job with your firm in the past twelve months due to a lack of child care (not related to parental leave)? Use your best guess.

No, none

Yes, one

Yes, 2-5

Yes, 6-10

Yes, more than 10

8. Are you aware of any former employees who left a job with your firm in the past twelve months due to care for an aging family member? Use your best guess.

- No, none
- Yes, one
- Yes, 2 to 5
- Yes, 6 to 10
- Yes, more than 10

9. Does your firm offer a flexible work schedule?

- Yes
- No

10. What types of flexible work schedules do you offer?

- Customized working hours/Flextime (altered start or end times rather than traditional workdays)
- Reduced hours (full-time workers less than typical 35-40 hours)
- Compressed/Condensed workweeks (working longer hours over fewer days)
- Other (please specify)

11. Does your firm offer telework?

- No
- Yes, for certain occupations we allow hybrid
- Yes, for certain occupations we allow full time remote
- Yes, 100% remote
- Other (please specify)

12. Does your firm offer a retirement plan with employer contributions?

- Yes, full-time and part-time
- Yes, full-time workers only
- Not offered
- Other (please specify)

13. Does your firm offer any of the following education-related benefits?

- None offered
- Tuition reimbursement
- Tuition advance
- Attending class is considered work time/Work time allowed for attending classes
- Other (please specify)

14. Do you currently have vacant positions you are trying to fill?

- Yes
- No

15. How many vacancies do you currently have?

16. What skills, credentials, and/or certifications are the most difficult to recruit for?

17. Does your organization have an affiliation with a national or multi-state company that determines the benefits package for your Vermont employees?

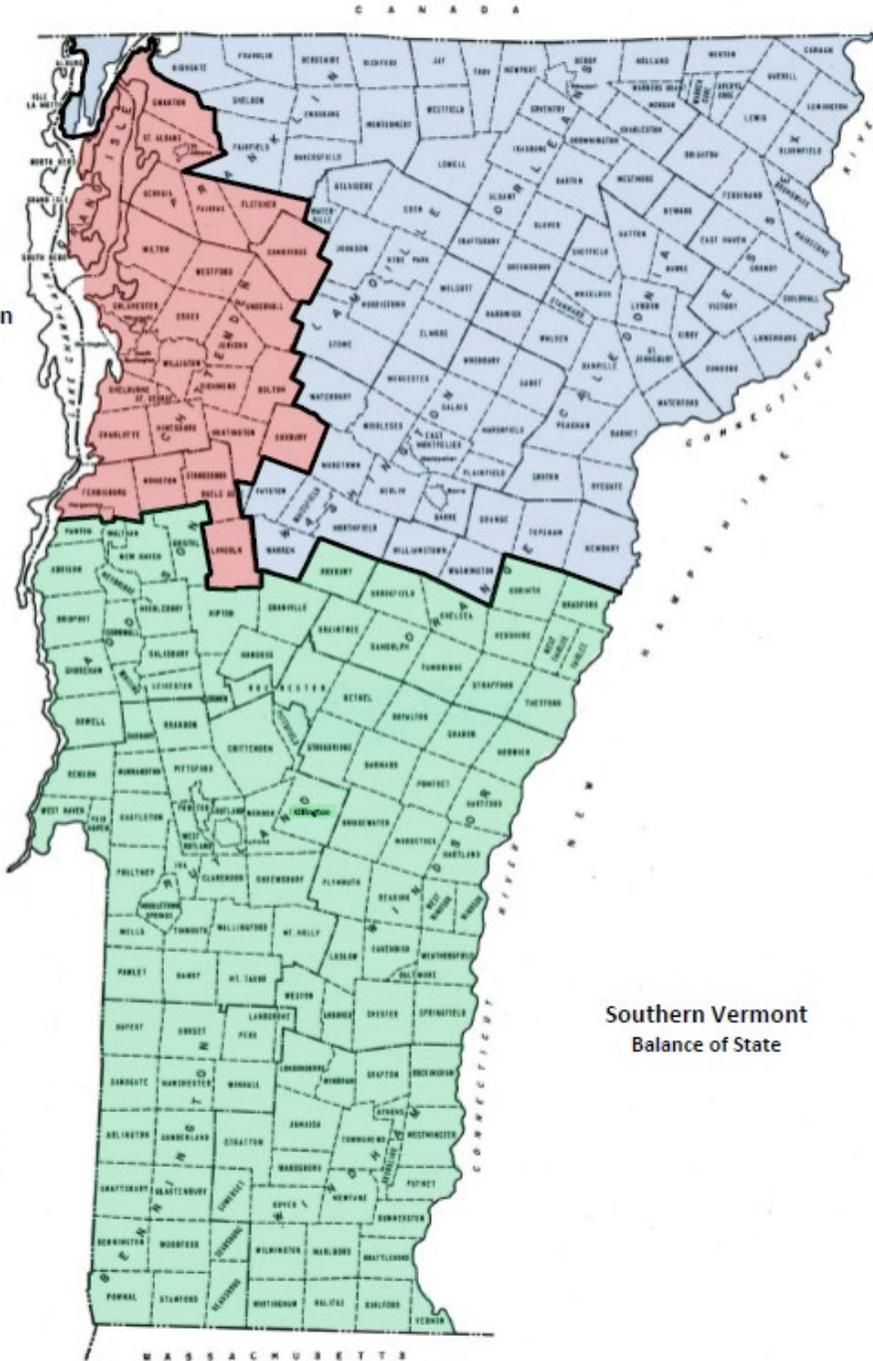
- Yes
- No

18. If yes, what is the overall size of the national or multi-state partner?

- Under 50 employees
- 50-99 employees
- 100 or more employees

OEWS MAP

Burlington-South Burlington
VT
Metropolitan
NECTA



Northern
Vermont
Balance
of State

Southern Vermont
Balance of State

Occupational Employment and Wage Survey Areas

effective April 2016 with release of 2015 data, based on 2010 Census

Towns in

Burlington - South Burlington, VT Metropolitan NECTA

Bolton Town	Grand Isle Town	South Hero Town
Burlington City	Hinesburg Town	St. Albans City
Cambridge Town	Huntington Town	St. Albans Town
Charlotte Town	Jericho Town	St. George Town
Colchester Town	Lincoln Town	Starksboro Town
Duxbury Town	Milton Town	Swanton Town
Essex Town	Monkton Town	Underhill Town
Fairfax Town	North Hero Town	Vergennes City
Ferrisburgh Town	Richmond Town	Westford Town
Fletcher Town	Shelburne Town	Williston Town
Georgia Town	South Burlington City	Winooski City

Towns in

Northern Vermont Balance of State

Albany Town	Fayston Town	Newport Town
Alburgh Town	Ferdinand Town	Northfield Town
Averill Town	Franklin Town	Norton Town
Avery's Gore	Glover Town	Orange Town
Bakersfield Town	Granby Town	Peacham Town
Barnet Town	Greensboro Town	Plainfield Town
Barre City	Groton Town	Richford Town
Barre Town	Guildhall Town	Ryegate Town
Barton Town	Hardwick Town	Sheffield Town
Belvidere Town	Highgate Town	Sheldon Town
Berkshire Town	Holland Town	St. Johnsbury Town
Berlin Town	Hyde Park Town	Stannard Town
Bloomfield Town	Irasburg Town	Stowe Town
Brighton Town	Isle La Motte Town	Sutton Town
Brownington Town	Jay Town	Topsham Town
Brunswick Town	Johnson Town	Troy Town
Buel's Gore	Kirby Town	Victory Town
Burke Town	Lemington Town	Waitsfield Town
Cabot Town	Lewis Town	Walden Town
Calais Town	Lowell Town	Warner'S Grant
Canaan Town	Lunenburg Town	Warren Gore
Charleston Town	Lyndon Town	Warren Town
Concord Town	Maidstone Town	Washington Town
Coventry Town	Marshfield Town	Waterbury Town
Craftsbury Town	Middlesex Town	Waterford Town
Danville Town	Montgomery Town	Waterville Town
Derby Town	Montpelier City	Westfield Town
East Haven Town	Moretown Town	Westmore Town
East Montpelier Town	Morgan Town	Wheelock Town
Eden Town	Morristown Town	Williamstown Town
Elmore Town	Newark Town	Wolcott Town
Enosburgh Town	Newbury Town	Woodbury Town
Fairfield Town	Newport City	Worcester Town

Towns in

Southern Vermont Balance of State

Addison Town	Hubbardton Town	Salisbury Town
Andover Town	Ira Town	Sandgate Town
Arlington Town	Jamaica Town	Searsburg Town
Athens Town	Killington Town	Shaftsbury Town
Baltimore Town	Landgrove Town	Sharon Town
Barnard Town	Leicester Town	Shoreham Town
Bennington Town	Londonderry Town	Shrewsbury Town
Benson Town	Ludlow Town	Somerset Town
Bethel Town	Manchester Town	Springfield Town
Bradford Town	Marlboro Town	Stamford Town
Braintree Town	Mendon Town	Stockbridge Town
Brandon Town	Middlebury Town	Strafford Town
Brattleboro Town	Middletown Springs Town	Stratton Town
Bridgewater Town	Mount Holly Town	Sudbury Town
Bridport Town	Mount Tabor Town	Sunderland Town
Bristol Town	New Haven Town	Thetford Town
Brookfield Town	Newfane Town	Tinmouth Town
Brookline Town	Norwich Town	Townshend Town
Castleton Town	Orwell Town	Tunbridge Town
Cavendish Town	Panton Town	Vernon Town
Chelsea Town	Pawlet Town	Vershire Town
Chester Town	Peru Town	Wallingford Town
Chittenden Town	Pittsfield Town	Waltham Town
Clarendon Town	Pittsford Town	Wardsboro Town
Corinth Town	Plymouth Town	Weathersfield Town
Cornwall Town	Pomfret Town	Wells Town
Danby Town	Poultney Town	West Fairlee Town
Dorset Town	Pownal Town	West Haven Town
Dover Town	Proctor Town	West Rutland Town
Dummerston Town	Putney Town	West Windsor Town
Fair Haven Town	Randolph Town	Westminster Town
Fairlee Town	Reading Town	Weston Town
Glastenbury Town	Readsboro Town	Weybridge Town
Goshen Town	Ripton Town	Whiting Town
Grafton Town	Rochester Town	Whitingham Town
Granville Town	Rockingham Town	Wilmington Town
Guilford Town	Roxbury Town	Windham Town
Halifax Town	Royalton Town	Windsor Town
Hancock Town	Rupert Town	Winhall Town
Hartford Town	Rutland City	Woodford Town
Hartland Town	Rutland Town	Woodstock Town