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Compensation and Benefits

Employee compensation and employee benefits, sometimes referred to as “total compensation,” are key to helping municipal employers attract and retain good employees – who will serve their communities well!

To see how your municipality's compensation and benefit levels compare with those of many other Vermont municipalities, refer to the latest Vermont Municipal Compensation and Benefits Report, which is compiled every autumn from the responses to VLCT's Annual Compensation and Benefits Survey. (Members that participate in the survey receive free access to the report, while other members pay a reduced price, and non-VLCT members pay full price.)

Like all employers, municipalities must also understand and follow state and federal legal mandates for paid and unpaid leave and for minimum wage, overtime, and child labor laws.

Links:

[VLCT Annual Survey Reports](#) [1]

[FLSA and Vermont Wage Rules and Regulations](#) [2]

[Vermont Municipal Employee Retirement System \(VMERS\)](#) [3]

Links

[1] <https://www.vlct.org/node/14560/>

[2] <https://www.vlct.org/node/14715/>

[3] <https://www.vermonttreasurer.gov/content/retirement/municipal>