

# **MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL**

## **DEFERRED COMPENSATION**

**POLICY NO.**

9.4

**EFFECTIVE:**

01/02/2024

The County offers a deferred compensation plan. Employees may participate in the plan at their option. The cost of participation in the deferred compensation plan shall be paid entirely by the employee. Deferred compensation plans allow employees to invest current income into retirement accounts, deferring taxes on the money until received following retirement, when incomes levels (and thus taxes) are typically lower than in your earning years. These plans enhance an employee's retirement benefits while providing a tax break during employment.