

**Executive Compensation Plan (ECP) and Higher Education Officer (HEO) Series
Retirement Benefits, Voluntary Tax-Deferred Annuity (TDA) Plan & 457(b) Plan**

1. Retirement Benefits (choose either TRS or TIAA-CREF)
 - a. [Comparison - Tier IV, V & VI](#)
 - i. [Teachers' Retirement System of the City of New York \(TRS\)](#)
 - ii. [TIAA-CREF \(Optional Retirement Program\)](#)
2. Voluntary Tax-Deferred Annuity (TDA) Plans
 - a. 403(b) Plans (choose only one 403(b) Plan)
 - i. [TIAA-CREF Group Supplemental Retirement Annuity \(GSRA Plan\)](#)
 - ii. [TRS TDA Plan \(only for TRS members\)](#)
3. 457(b) Plan
 - i. [New York State Deferred Compensation Plan](#)
4. [CUNY Voluntary Savings Plans – Universal Availability Notice](#)