



# Hidalgo County Head Start Program Policy Council Agenda

**DATE:** May 19, 2026

**SUBJECT:** Pension Fund Administrators Change from One America Financial Partners and the Pension Company to Voya Financial and Loren D. Stark Company

**RATIONALE/NEED:** HCHSP is requesting approval to change the pension fund administrators from One America Financial Partners and the Pension Company to Voya Financial and Loren D. Stark Company. Voya Financial bought out One America Financial Partners and currently uses Loren D. Stark Co. as the third-party administrators.

**RECOMMENDATION:** Administration recommends approval.

**COST:** None

**RELATED INFORMATION INCLUDED:**

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**INITIATED BY:** Irma Peña, Head Start Executive Director 

**REVIEWED BY:** Irma Peña, Head Start Executive Director 

**EXECUTIVE DIRECTOR'S APPROVAL:** 



**Hidalgo County Head Start Program**  
**1901 W. State Hwy 107, McAllen TX 78504**  
**(956) 383-0706 | hchsp.org**

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Date: May 19, 2026  
To: Policy Council and Hidalgo County Commissioners' Court  
From: Irma Peña, Head Start Executive Director *IP*  
Jaime Longoria, Community Service Agency Executive Director  
Subject: Pension Plan – Request to Rollover Pension Plan Administrator

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The Hidalgo County Head Start Program and the Community Services Agency are requesting to change the current pension administrators from One America Financial Services and The Pension Company to Voya Financial and Loren D. Stark Company for one (1) year starting in 2026. If approved, the administrative fees will begin on June 1, 2026.

One America Financial Services and the Pension Company have been the pension fund investors and the fund administrators for approximately 20+ years. Voya Financial bought out One America Financial Services and the administrator that works with Voya Financial is Loren D. Stark Co.

Currently the Pension Plan is a 401(k) plan and will be rolled-over to a 457(b) plan. This rollover will include the required reporting to the Internal Revenue Service which will be managed by Loren D. Stark Co. as the third-party administrator.

The change in administrators will allow the pension fund to lower administrative and regulatory costs, while ensuring that our employees earned benefits are protected, minimizing transaction blackout disruptions, and avoiding increased management fees during the transition. (See attached vendor analysis, and Voya Financial Fact Sheet)

The Head Start Program and the Community Service Agency have a fiduciary responsibility to ensure that the pension plan adheres to all related U.S. Dept of Labor (DOL) laws including protecting the security of existing vested balances, legal protections defined in DOL, and safeguard employees' earned funds.

The one-year period will allow for the Head Start Program and Community Service Agency to procure a financial consultant that will assist in securing a pension administrator that will ensure that the long-term plan will:

- Meet funding requirements and long-term liabilities;
- Comply with federal laws and handle regulatory filings;
- Invest in and manage the fund's capital and review liability-driven investments;
- Manage the day-to-day operations, compliance testing, and government reporting; and
- Provide employees with clear, timely and jargon-free communication and platforms regarding their individual accounts.

## Hidalgo County Affiliated Departments Retirement Plan - Vendor Analysis

Total Assets	\$29,909,085
Flow	\$2,300,000
Participants	786

	Current	
<i>Recordkeeper</i>	<b>Current (OA + NYLI)</b>	<b>Voya</b>
<i>TPA</i>	The Pension Co.	Loren D Stark Co.

### Administrative Expense - Billed to Plan Sponsor

Project work for VCF filing 401k to 457		\$4,000.00
VCF Filing Fee to government		\$4,000.00
Ongoing TPA Base Fee	\$1,300.00	\$0.00
Ongoing TPA Per Participant Fee	\$50.00	\$15.00
<b>Total Annual Ongoing Administrative Fees</b>	<b>\$40,600.00</b>	<b>\$11,790.00</b>
<b>Annual Net Benefit/Savings to Sponsor as \$</b>		<b>\$28,810.00</b>

### Fixed Account Assets

Fixed Account Rate of Return	1.75%	2.00%
<b>Net Benefit to Employees as %</b>		<b>0.25%</b>
<b>Annual Net Benefit to Employees as \$</b>		<b>\$38,134.73</b>

### Total Variable Account Assets

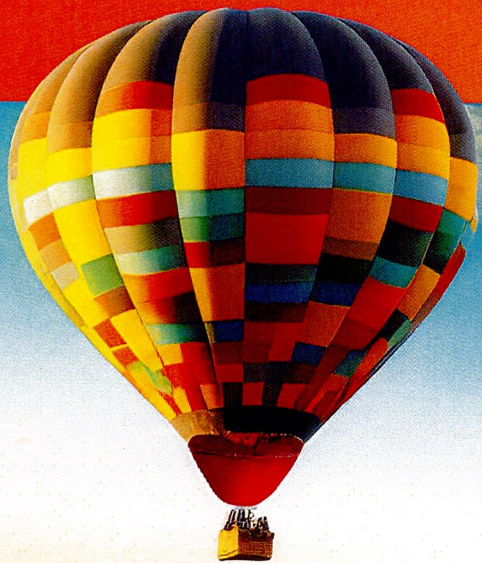
Total Weighted Fund Expense	0.85%	0.65%
<b>Annual Total Weighted (\$)</b>	<b>\$124,402.06</b>	<b>\$95,258.74</b>
<b>Annual Net Benefit/Savings to Employees (\$)</b>		<b>\$29,143.32</b>

<b>Total Annual Savings/Benefit Overall (\$)</b>	<b>\$96,088.06</b>
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\*\* The plan costs and information in this report are based on information entered or provided by the plan sponsor. If actual fees, expenses and other figures vary, plan costs may be affected.

# Voya Financial Fact Sheet

First-Quarter 2026



**VOYA**<sup>®</sup>

Plan. Invest. Protect.

Voya Financial, Inc. (NYSE: VOYA) is a leading retirement, employee benefits and investment management company. Voya's services and solutions help clear the path to financial confidence and a more fulfilling life for individual, workplace and institutional clients, supporting more than 18 million customer relationships. Certified as a "Great Place to Work" by the Great Place to Work<sup>®</sup> Institute, Voya fosters a culture that values customer centricity, integrity, accountability, agility and inclusivity. Together with customers and partners, Voya employees fight for everyone's opportunity for a better financial future. For more information, visit [voya.com](https://voya.com) and follow Voya Financial on [LinkedIn](#), [Facebook](#) and [Instagram](#).

## Fast Facts



18 million

Customer relationships



11,000

Employees



\$1.08 trillion

Total assets under  
management and  
administration\*



Top 5

Provider of  
retirement plans\*\*



Top 3

Group provider of  
supplemental health  
insurance\*\*\*



One of the 50

Largest institutional asset  
managers globally\*\*\*\*

\*As of March 31, 2026

\*\*Pensions & Investments magazine, Defined Contribution Record Keepers Directory (as measured by total participants), April 2026

\*\*\*LIMRA 2Q 2025 Workplace Supplemental Health In Force Final Report; Marketshare-Total Group Based Supp. Health. Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (New York, NY), members of the Voya<sup>®</sup> family of companies.

\*\*\*\* Voya Investment Management ranked 48th largest institutional investment manager (of 411 surveyed) on Pensions & Investments' Top Money Managers list published June 2025, based on worldwide institutional AUM as of 12/31/24. This voluntary ranking is open to firms managing assets for U.S. institutional tax-exempt clients. Managers self-report data through a survey distributed by P&I to known and new participating managers. No fee was paid for consideration.



## Investment Management

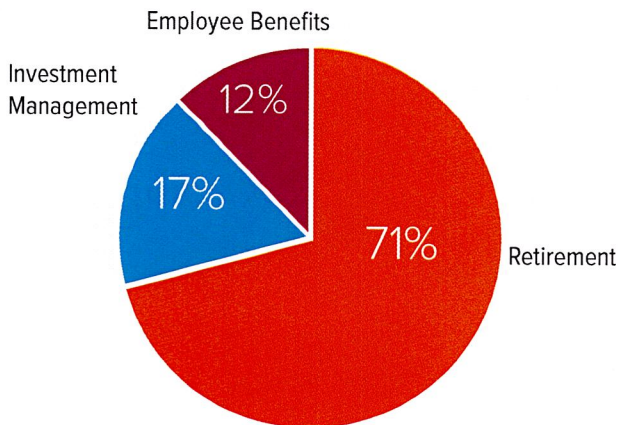
Voya Investment Management manages public and private fixed income, equities, multi-asset solutions and alternative strategies for institutions, financial intermediaries and individual investors, drawing on a 50-year legacy of active investing and the expertise of 300+ investment professionals.

## Workplace Solutions

Voya provides workplace benefits and savings products, technologies and solutions through its Retirement and Employee Benefits businesses. Voya offers innovative digital capabilities that focus on customer needs and enhance the participant education and user experience through all life stages. Examples include myVoyage, a first-of-its-kind personalized financial-guidance and connected workplace-benefits digital platform, and Voya Claims 360, an integrated and intuitive model designed to simplify the claims process for supplemental health insurance products.

## Percentage of adjusted operating earnings by segment\*

\*Before income taxes and for the trailing 12 months ended March 31, 2026. Excludes Corporate.



\*\*Data per Voya Financial Inc. as of 12/31/25, including OneAmerica acquisition.

\*\*\*Employee Benefits data per Voya Financial Inc. as of 12/31/25.

Health Account Solutions, including Health Savings Accounts, Flexible Spending Accounts, Commuter Benefits, Health Reimbursement Arrangements, and COBRA Administration offered by Voya Benefits Company, LLC (in New York, doing business as Voya BC, LLC). HSA custodial services provided by Voya Institutional Trust Company.

**Not FDIC/NCUA/NCUSIF Insured | Not a Deposit of a Bank/Credit Union | May Lose Value | Not Bank/Credit Union Guaranteed | Not Insured by Any Federal Government Agency**

Insurance products are underwritten by ReliaStar Life Insurance Company (Minneapolis, MN) and ReliaStar Life Insurance Company of New York (New York, NY). Within the State of New York, only ReliaStar Life Insurance Company of New York is admitted, and its products issued. Both are members of the Voya® family of companies. Voya Employee Benefits is a division of both companies. Product availability and specific provisions may vary by state.

### ► Retirement

Voya is a leading provider of retirement products and services in the U.S., serving approximately 45,000 U.S. employers and nearly 10 million retirement plan participant accounts.\*\* Voya also has over 500 financial professionals serving workplace and wealth management clients. Voya is focused on guiding Americans to greater retirement readiness and financial wellness through employer-sponsored savings plans and holistic retirement and income guidance.

### ► Employee Benefits

Through its insurance companies, Voya is a leading provider of supplemental health insurance in the U.S. and offers a comprehensive and highly flexible portfolio of stop loss, life, disability, and voluntary insurance products to businesses covering approximately 6.8 million individuals through the workplace. Voya also offers health savings and spending accounts through our health accounts solutions business. Benefitfocus, a Voya company and a leading benefits administration provider, extends the reach of Voya's workplace benefits and savings offerings by engaging directly with approximately 12.2 million employees in the U.S.\*\*\*

# Awards and Recognitions



Third-party awards and/or rankings about entities within the Voya family of companies are earned based on various criteria and methodologies. Awards and/or rankings are not representative of actual client experiences or outcomes, and are not indicative of any future performance. For certain awards/rankings, Voya pays a fee to be considered. For material facts regarding an award, including but not limited to whether a fee was paid to be eligible for the award, please visit

<https://www.voya.com/about-us/our-character/awards-and-recognition>.

## Fostering a culture that values customer-centricity, integrity, accountability, agility and inclusivity



### 84%

favorable sentiment overall among Voya Financial employees.

Source: Voya Financial employee sentiment survey data, as of June 2025

Voya's favorable employee sentiment score reflects the fact that its employees feel positive about their workplace. In addition to Voya's strong and inclusive culture, Voya provides a variety of benefits and services for its employees with an emphasis on physical, mental and financial well-being, including student loan repayment and paid parental leave for both parents after the birth or adoption of a child.

### 77%

of employees volunteered more than 21,000 hours during Voya's 2025 National Days of Service.

Source: Benevity data as of May 31, 2025

As part of Voya's National Days of Service (NDOS), Voya employees continue to give back to their communities and advance Voya's commitment to volunteerism. Voya employees have a long history of contributing time, talent and financial support to better the communities where Voya's employees, and its customers, live and work.

### 26%

of employees belong to at least one of Voya's 11 employee-led councils.

Source: Voya Financial workforce data, as of March 31, 2026

Each council is made up of a supportive network focused on a variety of communities or activities. All councils are open to all employees and play an important role in engaging, educating and inspiring our workforce and advancing our business objectives.

# Voya's culture and values are reflected in how we serve clients and communities

Voya is driven by its purpose: *Together we fight for everyone's opportunity for a better financial future.* This purpose is the foundation of its efforts focused on making a positive difference in the lives of customers, colleagues and community members.



## Customers

A customer-centric approach drives our strategy to provide innovative, technology-driven solutions and capabilities that promote the financial well-being of our customers' employees.



## Colleagues

We are committed to attracting and retaining high-performing talent. We prioritize the development of our workforce, while cultivating a meaningful employee experience, a culture of inclusion, and a holistic approach to our employees' well-being.



## Communities

We partner with businesses and organizations that share our commitment to advancing financial resilience and meeting the needs of our local communities.

Voya Foundation makes a meaningful difference in the community and empowers employees to engage in supporting causes that matter most to them, including nonprofits that serve health and human services, education and animal welfare.



Dozens of Voya employees serve on nonprofit boards, where they develop leadership skills and connect with colleagues around Voya's culture of giving back.



Each employee receives 40 hours per year of paid volunteer time.



All full-time employees receive up to \$5,000 from Voya Foundation to match personal donations to any eligible 501(c)(3) organization.

## Voya Cares<sup>®</sup> resources, thought leadership and advocacy for disability inclusion

Voya Cares is committed to making a positive difference from birth through aging in the lives of people with disabilities and their caregivers. The program provides advocacy, educational resources and workplace solutions to help employers meet the complex needs of the aging and disabilities community in their workforce. Learn more by visiting [VoyaCares.com](https://VoyaCares.com).

Voya also received a top score of 100 on the 2025 Disability Index<sup>™</sup>, designating the company as a "Best Place to Work for Disability Inclusion" for the eighth consecutive year.

