



SAN DIEGO
HOUSING
COMMISSION

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San Diego Housing Commission (SDHC) Voluntary Furlough Pilot Program Presentation to SDHC Board of Commissioners October 10, 2025

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SDHC – Voluntary Furlough Pilot Program

Introduction

Why SDHC is offering a Voluntary Furlough Pilot Program

- Financial uncertainty amid federal funding cutbacks and economic volatility
- One of a variety of cost-containment strategies SDHC is exploring to help support SDHC's **general** sustainability **and** to continue assisting families that need SDHC's assistance
- Offering employees flexibility while reducing payroll costs
- Part of broader resiliency and cost-containment efforts



SDHC – Voluntary Furlough Pilot Program

SDHC's VFPP vs Mandatory

SDHC's VFPP	Mandatory Furlough
Employee chooses whether or not to take unpaid time off.	Employer requires unpaid time off.
Participation is optional.	Participation is not optional.
Benefits and job status are maintained, including accrual of paid time off (PTO).	PTO accrual is often paused, with some employers requiring its use during the furlough period.
It offers flexibility to the employee regarding when to take unpaid time off.	It often mandates the times an employee is off, and the employer determines the duration of the time off.



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Key Features of SDHC's VFPP

- Short-term, temporary, unpaid time off from work (like an unpaid vacation)
- Available for all full-time, benefited employees
- Entirely voluntary – no obligation to participate
- Up to 160 hours in full workweek increments per fiscal year
- Maintain full benefits (medical, dental, PTO accrual, seniority)
- Option to spread payroll deductions (if requested before October 30)
- Participation is subject to supervisor approval (business/team needs)



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Next Steps

- **Employee Participation Request Period: October 10 – 30**
 - Only for the option to spread out payroll deductions
- Rolling participation allowed after October 30 without spreading payroll deductions
- **First Eligible Date for Voluntary Furlough: November 10**



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Questions & Comments

