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**LOSAP CY 2025 Annual CPI Adjustment
(For Use in CY 2026)**

This Local Finance Notice provides local units administering a Length of Service Awards Program (LOSAP) with general information regarding LOSAP award increases and the annual cost of living adjustment to the maximum award amounts.

- 1. Newly established LOSAPs:** New programs must provide a benefit between the minimum contribution of \$100 and maximum contribution of \$1,150 per year.
- 2. Increasing base contribution amounts:** The LOSAP law did not contemplate increases to the initially approved base contribution amounts. As the LOSAP law intends that voters approve the base amount of contributions, base amounts cannot be increased solely by governing body action. The public referendum process must be used to increase award contribution amounts where the total appropriation would exceed the originally approved amount (plus allowed CPI adjustments and subject to minor adjustments based on number of participants). This use of the referendum is in addition to the provisions in N.J.A.C. 5:30-14.8 authorizing a referendum to create or abolish a LOSAP.
- 3. Periodic or annual contribution increases (cost of living):**
 - a. Automatic CPI adjustments:** Automatic annual cost of living adjustments are permissible if authorizing language was included in the enabling resolution or ordinance. Application of the automatic annual Consumer Price Index (CPI) adjustment is strictly optional.
 - b. Time-to-time CPI adjustments:** If the enabling ordinance or resolution did not provide for an automatic annual CPI adjustment, the sponsoring agency may choose to provide a CPI adjustment from time to time. In this case, the LOSAP contribution may be increased up to a maximum equal to the cumulative percentage increase since the time the award was last set. The change is made by resolution without a public hearing.

c. Authorizing automatic increases: If the sponsoring agency wants to provide for an automatic annual CPI adjustment to the LOSAP award, the agency must amend the enabling ordinance or resolution to authorize an automatic adjustment. This type of program amendment is subject to a public hearing whether adopted by ordinance or resolution. This action does not require a referendum.

2025 CPI Adjustments for Use in CY 2026

LOSAP rules require that the Director of the Division of Local Government Services annually calculate an adjustment to the maximum LOSAP contribution due to changes in the CPI. Please note that the amount of the increase cannot exceed the amount calculated by multiplying the current contribution by the inflation percentage.

There may be differences in the maximums between fire districts and municipalities where calculations represent different CPI quarters.

The increase in CY 2025 (for use in CY 2026) is **3.3% for municipal** (November) and **3.1% for fire district** (February) LOSAPs. Calculation history and details follow. The table also shows the maximum LOSAP award allowable for Programs that have been in effect since 1999.

Fire District LOSAPs February to February CPI Change

Year	Current Year CPI	Prior Year CPI	Consumer Price Index Factor	Maximum LOSAP Award for Programs in effect since 1999
2000	174.7	168.6	3.6%	\$1,191
2001	179.0	174.8	2.4%	\$1,220
2002	182.0	179.0	1.6%	\$1,240
2003	186.6	182.0	2.5%	\$1,278
2004	191.4	186.6	2.6%	\$1,311
2005	200.1	191.4	4.5%	\$1,370
2006	209.0	200.1	4.5%	\$1,432
2007	213.152	209.0	2.0%	\$1,461
2008	220.935	213.152	3.7%	\$1,516
2009	220.262	220.935	0%	\$1,516
2010	226.529	220.262	2.8%	\$1,558
2011	230.878	226.529	1.9%	\$1,588
2012	235.857	230.878	2.2%	\$1,623
2013	240.137	235.857	1.8%	\$1,652
2014	242.584	240.137	1.0%	\$1,669
2015	242.424	242.584	0%	\$1,669
2016	243.132	242.424	0.3%	\$1,674
2017	248.345	243.132	2.1%	\$1,709
2018	249.567	248.345	0.49%	\$1,717
2019	253.218	249.567	1.5%	\$1,742
2020	259.694	253.218	2.6%	\$1,787

2021	262.167	259.694	0.96%	\$1,804
2022	281.402	262.167	7.3%	\$1,936
2023	300.882	281.402	6.9%	\$2,070
2024	311.227	300.882	3.4%	\$2,141
2025	302.935	311.227	3.1%	\$2,208

Municipal LOSAPs
November to November CPI Change

Year	Current Year CPI	Prior Year CPI	Consumer Price Index Factor	Maximum LOSAP Award for Programs in effect since 1999
2000	177.9	174.4	2.0%	\$1,173
2001	182.9	177.9	2.8%	\$1,206
2002	185.8	182.9	1.5%	\$1,224
2003	190.3	185.8	2.4%	\$1,253
2004	200.2	190.3	5.2%	\$1,318
2005	207.5	200.2	3.6%	\$1,365
2006	211.6	207.5	2.0%	\$1,392
2007	218.929	211.6	3.5%	\$1,441
2008	225.113	218.929	2.8%	\$1,481
2009	224.787	225.113	0%	\$1,481
2010	228.543	224.787	1.7%	\$1,506
2011	235.440	228.543	3%	\$1,551
2012	240.537	235.440	2.2%	\$1,585
2013	241.141	240.537	0.25%	\$1,589
2014	244.948	241.141	1.6%	\$1,614
2015	243.697	244.948	0%	\$1,614
2016	246.952	243.697	1.3%	\$1,635
2017	248.956	246.952	0.8%	\$1,648
2018	253.040	248.956	1.6%	\$1,674
2019	257.966	253.040	1.9%	\$1,705
2020	259.979	257.966	0.8%	\$1,718
2021	274.647	259.979	5.6%	\$1,814
2022	295.978	274.647	7.8%	\$1,955
2023	306.276	295.978	3.5%	\$2,023
2024	316.617	306.276	3.4%	\$2,091
2025*	316.061	326.334	3.3%	\$2,159

*Due to the 2025 Federal government shut down, the CPI adjustment for Municipal LOSAPs is calculated using Current Year CPI from August 2025 and Prior Year CPI from August 2024.

Approved: Michael F. Rogers, Director