

**Table 1. Employment Cost Index, Seasonal factors for directly adjusted series, 2021**

Series	March	June	September	December
<b>Wages and Salaries</b>				
<b>Civilian workers</b>				
Industry				
Public administration .....	100.11719	99.84410	100.03730	99.99740
<b>Private industry workers</b>				
Occupational group				
Management, professional, and related				
Management, business, and financial .....	100.03788	100.08297	100.08022	99.78470
Professional and related .....	100.03362	100.03646	100.04043	99.89014
Sales and office				
Office and administrative support .....	100.17488	100.07569	99.97034	99.77758
Natural resources, construction, and maintenance				
Construction, extraction, farming, fishing, and forestry .....	100.00786	100.11922	99.95545	99.90939
Installation, maintenance, and repair .....	99.76460	100.09696	100.17302	99.96264
Production, transportation, and material moving				
Production .....	100.06348	100.06615	99.96495	99.90414
Transportation and material moving .....	100.30218	99.88787	99.98986	99.82529
Service occupations .....	100.20258	99.99177	99.90366	99.90801
Industry				
Goods-producing				
Construction .....	99.77576	100.04196	100.22007	99.96783
Aircraft manufacturing .....	100.46838	100.27757	99.94262	99.31474
Service-providing				
Trade, transportation, and utilities				
Wholesale trade .....	100.32814	99.76556	100.20019	99.71115
Retail trade .....	99.96046	100.20094	100.03962	99.80200
Transportation and warehousing .....	100.27904	99.87906	100.08521	99.76288
Utilities .....	100.17363	100.40757	99.89899	99.52184
Financial activities				
Credit intermediation and related activities .....	99.95425	100.39455	100.11634	99.53125
Insurance carriers and related activities .....	99.90808	100.52789	100.02496	99.53696
Real estate and rental and leasing .....	100.21226	99.89740	100.06063	99.83263
Professional and business services				
Professional, scientific, and technical services .....	100.44068	99.94746	99.98529	99.62387
Educational services				
Junior colleges, colleges, universities, and professional schools .....	99.85887	99.64733	100.30907	100.17933
Health care and social assistance				
Hospitals .....	100.02101	100.03942	99.95035	99.98397

See footnotes at end of table.

**Table 1. Employment Cost Index, Seasonal factors for directly adjusted series, 2021 — Continued**

Series	March	June	September	December
Industry				
Health care and social assistance Nursing and residential care facilities .....	100.10136	100.00529	99.96246	99.92560
Leisure and hospitality Accommodation and food services .....	100.33056	100.00300	99.82497	99.85243
Other services, except public administration .....	100.06989	100.03746	100.07295	99.81468
<b>Wages and Salaries</b>				
<b>State and local government workers</b>				
Industry				
Educational services Elementary and secondary schools .....	99.83679	99.65354	100.36107	100.14612
Health care and social assistance Hospitals .....	100.17475	99.84542	99.86597	100.10265
Public administration .....	100.11719	99.84410	100.03730	99.99740
<b>Benefits</b>				
<b>Private industry workers</b>				
Occupational group				
Service occupations .....	100.04951	100.09442	99.95515	99.91243

Note: The seasonal factors shown in this table are for seasonal adjustments made directly to not-seasonally-adjusted Employment Cost Index series. Seasonal factors for remaining published seasonally adjusted series are not shown in this table because the series are seasonally adjusted indirectly; that is, as weighted sums of lower level component indexes. Specifically, all seasonally adjusted compensation series and remaining published wages and salaries and benefit cost series are derived indirectly.