

**Table 4. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, for civilian workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
<b>Civilian workers</b>		
All workers <sup>2</sup> .....	.1	.2
Excluding incentive paid occupations <sup>3</sup> .....	.1	.1
Occupational group		
Management, professional, and related .....	.1	.1
Management, business, and financial .....	.2	.2
Professional and related .....	.1	.2
Sales and office .....	.4	.7
Sales and related .....	1.0	1.7
Office and administrative support .....	.1	.2
Natural resources, construction, and maintenance .....	.1	.3
Construction, extraction, farming, fishing, and forestry .....	.1	.4
Installation, maintenance, and repair .....	.2	.3
Production, transportation, and material moving .....	.1	.2
Production .....	.1	.2
Transportation and material moving .....	.1	.2
Service occupations .....	.2	.2
Industry		
Goods-producing industries <sup>4</sup> .....	.1	.3
Manufacturing .....	.2	.2
Service-providing industries <sup>5</sup> .....	.1	.2
Education and health services .....	.1	.1
Educational services .....	.1	.1
Elementary and secondary schools .....	.1	.1
Junior colleges, colleges, universities, and professional schools .....	.1	.2
Health care and social assistance .....	.2	.2
Hospitals .....	.1	.3
Nursing and residential care facilities .....	.2	.2
Public administration .....	.1	.1

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>3</sup> The index for this series is not strictly comparable with other series in this table.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 5. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
<b>Private industry workers</b>		
All workers .....	.2	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Occupational group		
Management, professional, and related .....	.1	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Management, business, and financial .....	.2	.3
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Professional and related .....	.2	.2
Sales and office .....	.5	.8
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Sales and related .....	1.0	1.7
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Office and administrative support .....	.1	.2
Natural resources, construction, and maintenance .....	.1	.3
Construction, extraction, farming, fishing, and forestry .....	.1	.4
Installation, maintenance, and repair .....	.1	.3
Production, transportation, and material moving .....	.1	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Production .....	.1	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Transportation and material moving .....	.1	.2
Service occupations .....	.2	.2
Industry and occupational group		
Goods-producing industries <sup>3</sup> .....	.1	.3
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Management, professional, and related .....	.3	.2
Sales and office .....	.5	2.6
Natural resources, construction, and maintenance .....	.1	.4
Production, transportation, and material moving .....	.1	.2
Construction .....	.2	1.0
Manufacturing .....	.2	.2
Management, professional, and related .....	.3	.3
Sales and office .....	.2	.3
Natural resources, construction, and maintenance .....	.1	.3
Production, transportation, and material moving .....	.2	.2
Aircraft manufacturing .....	.3	.3

See footnotes at end of table.

**Table 5. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by occupational group and industry, March 2021 — Continued**

(Not seasonally adjusted)

Occupational group and industry	3-months ended—	12-months ended—
Service-providing industries <sup>4</sup> .....	.2	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Management, professional, and related .....	.1	.2
Sales and office .....	.5	.8
Natural resources, construction, and maintenance .....	.2	.4
Production, transportation, and material moving .....	.1	.2
Service occupations .....	.2	.2
Trade, transportation, and utilities .....	.2	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Wholesale trade .....	.4	.6
Excluding incentive paid occupations <sup>2</sup> .....	.1	.3
Retail trade .....	.1	.3
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Transportation and warehousing .....	.2	.3
Utilities .....	.2	.3
Information .....	.2	.3
Financial activities .....	1.0	1.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Finance and insurance .....	1.2	1.5
Credit intermediation and related activities .....	.3	.5
Excluding incentive paid occupations <sup>2</sup> .....	.2	.3
Insurance carriers and related activities .....	.2	.3
Excluding incentive paid occupations <sup>2</sup> .....	.1	.2
Real estate and rental and leasing .....	.2	.5
Excluding incentive paid occupations <sup>2</sup> .....	.2	.5
Professional and business services .....	.3	.6
Professional, scientific, and technical services .....	.3	1.0
Administrative and support and waste management and remediation services .....	.4	.4
Education and health services .....	.2	.2
Educational services .....	.2	.3
Junior colleges, colleges, universities, and professional schools .....	.1	.2
Health care and social assistance .....	.2	.3
Hospitals .....	.1	.4
Nursing and residential care facilities .....	.2	.2
Nursing care facilities .....	.3	.3
Leisure and hospitality .....	.2	.2
Accommodation and food services .....	.2	.3
Other services, except public administration .....	.3	.4

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 6. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, for private industry workers, by bargaining status and census region and division, March 2021**

(Not seasonally adjusted)

Bargaining status, census region and division	3-months ended–	12-months ended–
<b>Bargaining status</b>		
Union .....	.1	.2
Goods-producing industries <sup>2</sup> .....	.1	.3
Manufacturing .....	.2	.5
Service-providing industries <sup>3</sup> .....	.1	.2
Nonunion .....	.1	.2
Goods-producing industries <sup>2</sup> .....	.1	.4
Manufacturing .....	.2	.2
Service-providing industries <sup>3</sup> .....	.2	.3
<b>Census region and division<sup>4</sup></b>		
Northeast .....	.4	.6
New England .....	.5	.8
Middle Atlantic .....	.5	.7
South .....	.3	.3
South Atlantic .....	.5	.5
East South Central .....	.2	.5
West South Central .....	.2	.2
Midwest .....	.2	.5
East North Central .....	.3	.7
West North Central .....	.2	.3
West .....	.1	.2
Mountain .....	.2	.4
Pacific .....	.1	.2

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

<sup>4</sup> The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

**Table 7. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, for State and local government workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
<b>State and local government workers</b>		
All workers .....	.1	.1
Occupational group		
Management, professional, and related .....	.1	.1
Professional and related .....	.1	.1
Sales and office .....	.1	.2
Office and administrative support .....	.1	.2
Service occupations .....	.1	.2
Industry		
Education and health services .....	.1	.1
Educational services .....	.1	.2
Schools .....	.1	.1
Elementary and secondary schools .....	.1	.1
Health care and social assistance .....	.2	.2
Hospitals .....	.3	.3
Public administration .....	.1	.1

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

**Table 8. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
<b>Civilian workers</b>		
All workers <sup>1</sup> .....	.2	.2
Excluding incentive paid occupations <sup>2</sup> .....	.1	.1
Occupational group		
Management, professional, and related .....	.1	.2
Management, business, and financial .....	.2	.3
Professional and related .....	.2	.2
Sales and office .....	.6	.9
Sales and related .....	1.3	2.1
Office and administrative support .....	.1	.2
Natural resources, construction, and maintenance .....	.1	.3
Construction, extraction, farming, fishing, and forestry .....	.1	.5
Installation, maintenance, and repair .....	.2	.4
Production, transportation, and material moving .....	.1	.2
Production .....	.2	.3
Transportation and material moving .....	.1	.3
Service occupations .....	.2	.2
Industry		
Goods-producing industries <sup>3</sup> .....	.2	.4
Manufacturing .....	.2	.2
Service-providing industries <sup>4</sup> .....	.2	.2
Education and health services .....	.2	.2
Educational services .....	.1	.1
Elementary and secondary schools .....	.1	.2
Junior colleges, colleges, universities, and professional schools .....	.1	.1
Health care and social assistance .....	.3	.3
Hospitals .....	.2	.4
Nursing and residential care facilities .....	.2	.2
Public administration .....	.1	.2

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 9. Standard errors 3-month and 12-month percent changes, Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
<b>Private industry workers</b>		
All workers .....	.2	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.1
Occupational group		
Management, professional, and related .....	.2	.2
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Management, business, and financial .....	.2	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Professional and related .....	.2	.2
Sales and office .....	.6	1.0
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Sales and related .....	1.3	2.1
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Office and administrative support .....	.1	.3
Natural resources, construction, and maintenance .....	.1	.4
Construction, extraction, farming, fishing, and forestry .....	.2	.5
Installation, maintenance, and repair .....	.2	.4
Production, transportation, and material moving .....	.1	.2
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Production .....	.1	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.3
Transportation and material moving .....	.2	.3
Service occupations .....	.2	.2
Industry and occupational group		
Goods-producing industries <sup>2</sup> .....	.2	.4
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Management, professional, and related .....	.4	.4
Sales and office .....	.7	3.5
Natural resources, construction, and maintenance .....	.1	.5
Production, transportation, and material moving .....	.1	.3
Construction .....	.3	1.3
Manufacturing .....	.2	.2
Management, professional, and related .....	.5	.5
Sales and office .....	.3	.4
Natural resources, construction, and maintenance .....	.2	.4
Production, transportation, and material moving .....	.1	.2
Aircraft manufacturing .....	.2	.2

See footnotes at end of table.

**Table 9. Standard errors 3-month and 12-month percent changes, Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry, March 2021 — Continued**

(Not seasonally adjusted)

Occupational group and industry	3-months ended–	12-months ended–
Service-providing industries <sup>3</sup> .....	.2	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.1
Management, professional, and related .....	.2	.2
Sales and office .....	.7	1.1
Natural resources, construction, and maintenance .....	.2	.5
Production, transportation, and material moving .....	.2	.3
Service occupations .....	.2	.3
Trade, transportation, and utilities .....	.2	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.1
Wholesale trade .....	.5	.7
Excluding incentive paid occupations <sup>1</sup> .....	.1	.3
Retail trade .....	.2	.3
Excluding incentive paid occupations <sup>1</sup> .....	.1	.2
Transportation and warehousing .....	.2	.3
Utilities .....	.2	.3
Information .....	.2	.5
Financial activities .....	1.6	1.7
Excluding incentive paid occupations <sup>1</sup> .....	.2	.2
Finance and insurance .....	1.9	2.1
Credit intermediation and related activities .....	.4	.8
Excluding incentive paid occupations <sup>1</sup> .....	.1	.3
Insurance carriers and related activities .....	.3	.4
Excluding incentive paid occupations <sup>1</sup> .....	.1	.3
Real estate and rental and leasing .....	.2	.6
Excluding incentive paid occupations <sup>1</sup> .....	.2	.6
Professional and business services .....	.3	.8
Professional, scientific, and technical services .....	.4	1.4
Administrative and support and waste management and remediation services .....	.4	.5
Education and health services .....	.3	.2
Educational services .....	.3	.4
Junior colleges, colleges, universities, and professional schools .....	.2	.2
Health care and social assistance .....	.3	.3
Hospitals .....	.2	.5
Nursing and residential care facilities .....	.2	.2
Nursing care facilities .....	.3	.3
Leisure and hospitality .....	.2	.2
Accommodation and food services .....	.3	.3
Other services, except public administration .....	.4	.5

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 10. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and census region and division, March 2021**

(Not seasonally adjusted)

Bargaining status, census region and division	3-months ended–	12-months ended–
<b>Bargaining status</b>		
Union .....	.1	.3
Goods-producing industries <sup>1</sup> .....	.1	.3
Manufacturing .....	.2	.6
Service-providing industries <sup>2</sup> .....	.1	.4
Nonunion .....	.2	.3
Goods-producing industries <sup>1</sup> .....	.2	.5
Manufacturing .....	.2	.3
Service-providing industries <sup>2</sup> .....	.2	.3
<b>Census region and division<sup>3</sup></b>		
Northeast .....	.5	.8
New England .....	.8	1.1
Middle Atlantic .....	.7	.9
South .....	.4	.4
South Atlantic .....	.6	.7
East South Central .....	.2	.5
West South Central .....	.3	.3
Midwest .....	.3	.7
East North Central .....	.4	1.0
West North Central .....	.2	.3
West .....	.1	.2
Mountain .....	.2	.4
Pacific .....	.2	.2

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

<sup>3</sup> The census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series. Dashes indicate data not available.

**Table 11. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for wages and salaries, for State and local government workers, by occupational group and industry, March 2021**

(Not seasonally adjusted)

Occupational group and industry	3-months ended-	12-months ended-
<b>State and local government workers</b>		
All workers .....	.1	.2
Occupational group		
Management, professional, and related .....	.1	.1
Professional and related .....	.1	.2
Sales and office .....	.1	.2
Office and administrative support .....	.2	.2
Service occupations .....	.1	.1
Industry		
Education and health services .....	.1	.1
Educational services .....	.1	.2
Schools .....	.1	.1
Elementary and secondary schools .....	.1	.1
Health care and social assistance .....	.2	.3
Hospitals .....	.3	.4
Public administration .....	.1	.2

**Table 12. Standard errors for 3-month and 12-month percent changes, Employment Cost Index for benefits, by occupational group, industry, and bargaining status, March 2021**

(Not seasonally adjusted)

Occupational group, industry, and bargaining status	3-months ended–	12-months ended–
<b>Civilian workers</b>		
All workers <sup>1</sup> .....	.1	.1
<b>Private industry workers</b>		
All workers .....	.1	.1
Occupational group		
Management, professional, and related .....	.1	.2
Sales and office .....	.1	.2
Natural resources, construction, and maintenance .....	.2	.3
Production, transportation, and material moving .....	.1	.2
Service occupations .....	.2	.3
Industry		
Goods-producing industries <sup>2</sup> .....	.1	.2
Manufacturing .....	.1	.2
Aircraft manufacturing .....	.5	.5
Service-providing industries <sup>3</sup> .....	.1	.1
Bargaining status		
Union .....	.1	.2
Nonunion .....	.1	.1
<b>State and local government workers</b>		
All workers .....	.1	.1

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

**Table 13. Standard errors for 12-month percent changes, Employment Cost Index for total compensation<sup>1</sup>, and wages and salaries, for private industry workers, by area, March 2021**

(Not seasonally adjusted)

Census region and metropolitan area <sup>2</sup>	12-months ended—	
	Total compensation	Wages and salaries
<b>Northeast</b>		
Boston-Worcester-Providence, MA-RI-NH-CT CSA .....	.4	.5
New York-Newark, NY-NJ-CT-PA CSA .....	.9	1.2
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA .....	.3	.3
<b>South</b>		
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA .....	.3	.2
Dallas-Fort Worth, TX-OK CSA .....	.3	.3
Houston-The Woodlands, TX CSA .....	.2	.2
Miami-Fort Lauderdale-Port St. Lucie, FL CSA .....	.3	.3
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA .....	.7	.8
<b>Midwest</b>		
Chicago-Naperville, IL-IN-WI CSA .....	.4	.5
Detroit-Warren-Ann Arbor, MI CSA .....	.4	.4
Minneapolis-St. Paul, MN-WI CSA .....	.3	.4
<b>West</b>		
Los Angeles-Long Beach, CA CSA .....	.3	.3
Phoenix-Mesa-Scottsdale, AZ MSA .....	.2	.2
San Jose-San Francisco-Oakland, CA CSA .....	.2	.2
Seattle-Tacoma, WA CSA .....	.7	.8

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see [www.census.gov/programs-surveys/metro-micro.html](http://www.census.gov/programs-surveys/metro-micro.html).