Here’s What We’ll Cover

- Pricing models
- Pricing ranges
- Unexpected costs
- Pricing of popular systems
Two Common Pricing Models

### Perpetual License

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An upfront sum for the license to own the software and use it in perpetuity. This is the more traditional model and is most common with on-premise applications.

### Subscription

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A monthly fee to use the software for a specific amount of time. Subscription pricing became popular with the advent of Software as a Service (SaaS).
Perpetual License Costs

Upfront costs
- Perpetual license fee
- Customizations
- Installation/setup
- Integration with existing systems

Recurring costs
- Maintenance (updates, patches & upgrades)
- Premium support services

Customization and integration costs can be significant—often as much or more than the software—if you choose to change the software substantially.
Subscription Costs

Upfront costs
- Customizations
- Installation/setup
- Integration with existing systems

Recurring costs
- Subscription fee
- Premium support services

Customization and integration costs are often less costly simply because SaaS systems have not provided as much flexibility in this area. Although that is changing as SaaS systems evolve.
Total Cost of Ownership

While a perpetual license may cost more upfront, the total cost of ownership typically converges with subscription packages in about seven to 10 years.

Visit our Total Cost of Ownership Calculator for a more detailed estimate.
Subscription Price Ranges

<table>
<thead>
<tr>
<th>Category</th>
<th>Price Range</th>
<th>Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starter</td>
<td>$10 - $1,450</td>
<td>1-100 employees</td>
</tr>
<tr>
<td>Mid-range</td>
<td>$250 - $3,625</td>
<td>101-250 employees</td>
</tr>
<tr>
<td>Enterprise</td>
<td>$600 - $2,500+</td>
<td>251+ employees</td>
</tr>
</tbody>
</table>

Monthly fee

Functional breadth and depth
Often Overlooked Costs

Data migration

While this can be done in-house, most will want to pay the vendor to transfer data.

Training

Often web-based training is included, but vendors will charge for in-person training.

Hardware & IT

This can be a major expense for on-premise software buyers that need their own servers.
## Pricing for Popular Packages

<table>
<thead>
<tr>
<th>Product</th>
<th>Pricing Model</th>
<th>Starter</th>
<th>Mid-Range</th>
<th>Enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td>BambooHR ¹</td>
<td>Subscription (per month)</td>
<td>$99 - $800</td>
<td>$800 - $2,000</td>
<td>$2,000+</td>
</tr>
<tr>
<td>BrightPay ²</td>
<td>Subscription (per year)</td>
<td>$120 - $1,200</td>
<td>$120 - $1,200</td>
<td>$120 - $1,200</td>
</tr>
<tr>
<td>Dayforce HCM ³</td>
<td>Subscription (per month)</td>
<td>$10 - $1,000</td>
<td>$1,010 - $2,500</td>
<td>$2,510+</td>
</tr>
<tr>
<td>Gusto ⁴</td>
<td>Subscription (per month)</td>
<td>$45 - $639</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Patriot Payroll ⁵</td>
<td>Subscription (per month)</td>
<td>$10 - $250</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Paycor Perform ⁶</td>
<td>Subscription (per pay period)</td>
<td>$11.15 - $125</td>
<td>$125 - $297.50</td>
<td>$297.50+</td>
</tr>
<tr>
<td>Payroll by Wave ⁷</td>
<td>Subscription (per month)</td>
<td>$19 - $415</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>QuickBooks Full Service Payroll ⁸</td>
<td>Subscription (per month)</td>
<td>$52 - $559</td>
<td>$552 - $1,309</td>
<td>$1,302+</td>
</tr>
<tr>
<td>Sage 50 Payroll ⁹</td>
<td>Subscription (per month)</td>
<td>$25 - $70</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Sentric Payroll ¹⁰</td>
<td>Subscription (per month)</td>
<td>$157.50 - $1,450</td>
<td>$454.50 - $3,625</td>
<td>$1,129.50+</td>
</tr>
</tbody>
</table>
## Pricing for Popular Packages Continued

<table>
<thead>
<tr>
<th>Product</th>
<th>Pricing Model</th>
<th>Starter</th>
<th>Mid-Range</th>
<th>Enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td>SurePayroll</td>
<td>Subscription (per month)</td>
<td>$50 - $450</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Wagepoint</td>
<td>Subscription (per pay period)</td>
<td>$22 - $220</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Xero</td>
<td>Subscription (per month)</td>
<td>$30 - $180</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
<tr>
<td>Zenefits Payroll</td>
<td>Subscription (per month)</td>
<td>$40 - $535</td>
<td>Unavailable</td>
<td>Unavailable</td>
</tr>
</tbody>
</table>
Sources of Pricing Data

The pricing information included in this presentation was collected from the vendors' websites in April 2017. Software Advice is not in a position to provide detailed price quotes on behalf of these vendors, and this data should not be considered as such. The information is simply a compilation of what is publicly available online. Buyers should contact the software vendor for actual pricing. Below is a list of sources for where this information was collected:

2. https://www.brightpay.co.uk/pricing/
5. https://www.patriotsoftware.com/payroll/
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