HR Software Pricing Guide 2027

1. Published US list prices (checked Oct-Nov 2026)

- [ ] Gusto: Simple $49 + $6 per person; Plus $80 + $12; Premium $180 + $22 a month. Gusto kept these prices when it repackaged plans on October 1, 2026.
- [ ] OnPay: One plan: $49 base plus $6 for each employee or contractor paid in the month. Tax filings in all 50 states included; mailed year-end forms cost $10 each.
- [ ] Patriot Software: Basic Payroll $17 a month + $4 per worker; Full Service Payroll $37 a month + $5 per worker.
- [ ] Justworks: Payroll $50 a month + $8 per employee; PEO Basic $79 and PEO Plus $124 per employee a month; EOR $599 per employee a month.
- [ ] Deel: Employer of record $599 per employee a month (month-to-month); contractors $49 each a month; global payroll from $29 per employee a month.
- [ ] Remote: Employer of record cut from $699 to $599 per employee a month in October 2026; contractor management $29 a month.
- [ ] Lattice: Foundations $13 and Performance $10 per seat a month after the July 2026 increase; Engagement $4; $4,000 annual minimum.
- [ ] Homebase: Basic free for up to 10 employees at one location; Essentials $30, Plus $70, All-in-One $120 a month (per location).
- [ ] Workable: Free, Standard, and Premier plans since February 2026; paid plans run from $299 to $599 a month.

2. Hidden costs to ask about

- [ ] Implementation, migration, and parallel payroll fees.
- [ ] Year-end form fees.
- [ ] Per-state compliance add-ons.
- [ ] Broker and benefits integration fees.
- [ ] Annual minimums.
- [ ] Renewal increases without a cap.
- [ ] Extra modules in year two.
- [ ] Premium support.
- [ ] API and integration fees.
- [ ] Exit and data export costs.

3. Three-year cost worksheet

- [ ] Subscription year 1: _____
- [ ] Subscription years 2 and 3 (with renewal cap): _____
- [ ] Implementation and migration: _____
- [ ] Internal hours x loaded rate: _____
- [ ] Parallel run: _____
- [ ] Integrations: _____
- [ ] Add-ons needed by year 2: _____
- [ ] Exit cost: _____

- [ ] Three-year total: _____

4. Negotiation checklist

- [ ] Three written quotes, same scope.
- [ ] Multi-year price with renewal cap.
- [ ] Sign in the last two weeks of a vendor quarter.
- [ ] Trade unused modules for price.
- [ ] Ask for implementation credits.
- [ ] Headcount clause that works both ways.

Book 3 matched demos or get 3 real quotes free: hrtally.com/get-a-quote
Independent HR software rankings, pricing, and comparisons at www.hrtally.com