

HR Payroll Providers Comparison Guide

Focus Research
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Oracle Payroll	Sage Abra HRMS	Paychex	Automatic Data Processing (ADP)
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Countless factors can influence the price of a payroll solution, from a company’s long-standing relationship with a vendor to customization needs. Here are a few figures, however, to give you a ballpark idea of the impact a payroll solution is likely to have on your corporate coffers.

Description	Oracle Payroll is part of the Oracle Human Resources Management family of applications and integrates seamlessly with other HR applications, including Human Resources (core), Advanced Benefits, Self-Service HR, Incentive Compensation and Oracle Financials.	Sage Abra HRMS is an HR-management system comprising HR, payroll, benefits, training, recruiting and compliance solutions for mid-sized businesses. The solution’s flexible design features your choice of database platforms, including SQL, MSDE or Visual FoxPro; an array of features; and reporting and analysis capabilities.	By offering two different options for large and small businesses, Paychex delivers the services of a national payroll provider, backed by dedicated, local payroll specialists. This combination promises to help users easily manage employee information and simplify the payroll process.	ADP provides flexible corporate payroll services that improve payroll management for employers of every size. ADP promises to handle the time-consuming tasks of payroll processing and employee payroll tax filing so employers — regardless of their size — can focus on their business.
Benefits	Oracle Payroll provides many perks, including a complete history of payroll results; payroll reports based on employees’ language and currency; language support for professional user on forms; and local extensions that address local payroll requirements.	Abra Payroll enables users to perform critical payroll functions easily; manage all federal, state and local taxes; and comply with IRS filing requirements for the Electronic Federal Tax Payment System. Also, users can run an unlimited number of trial payrolls and calculation reports to ensure data accuracy; produce on-demand and retroactive checks; and void and reissue checks if necessary.	Paychex’s flexible management options include: 1) Submit payroll by phone, fax or through the Web; submit data directly to your payroll specialist by phone, fax or Internet Time Sheet; or submit and manage your employee information with Paychex Online Payroll and 2) Manage payroll through your PC: For businesses with more complex payrolls, the versatile Preview software gives users the freedom to manage payroll in-house.	Value-added payment services include the ability to process and electronically deposit employee net pay with Full Service Direct Deposit; prepare and reconcile paychecks with ADPCheck; process and electronically load employee net pay onto a pay card (TotalPay® Card); print checks; and provide electronic access to pay statements.
Cost	\$195 per license, per employee. Add another \$42.90 per employee for software updates and support. A minimum of 500 licenses must be purchased.	Abra Payroll is licensed on a per-company basis. License fees start at \$2,115 for a 75-employee payroll. A 75-employee company can get a Sage Abra HRMS system — with HR, payroll, ESS (employee self-service), online benefits enrollment and attendance functionality — for around \$6,000, plus additional fees for maintenance and support services.	For an average 35-employee business in the U.S. running a weekly payroll, Paychex payroll processing costs about \$80 per week. If the client wishes to add Paychex’s Taxpay product as well — which includes calculating, filing and depositing payroll taxes for the client — that price would be about \$15 more per pay period.	The price for a basic payroll package is approximately \$32 for a client with 10 employees processing payroll biweekly. A complete payroll, tax-filing and delivery package is \$51.