



PHOENIX BUSINESS CONSULTING

RESPONSE TO RFP-TCAS-2026-202-RB

JUDICIAL COUNCIL OF CALIFORNIA

Phoenix SAP System Integration Support

COST PROPOSAL

DUE Date: March 20th, 2026
DUE Time: 5:00 pm (PST)

PHOENIX BUSINESS CONSULTING
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TRANSMITTAL LETTER

Attn: Michelle Lecurran, Administrative Director
2850 Gateway Oaks Drive, Suite 300
Sacramento, California.

Re: RFP #: RFP-TCAS-2026-202-RB Phoenix SAP System Integration Support

Dear Ms. Lecurran,

In the following page we have provided a detailed cost proposal for your solicitation for the Phoenix SAP System Integration Support project. We sincerely appreciate the opportunity to respond and would be honored to serve the JCC in the future.

You have my personal assurance that I will do everything possible to ensure that your implementation initiatives are an immediate and long-term success. Please do not hesitate to contact us if you have any questions or require further assistance. We look forward to hearing from you and thank you for the opportunity to partner together.

Respectfully,

Hanif Sarangi,
President, Phoenix Business Consulting
rfpteam@phoenixteam.com

1 COST PORTION

8.2 Cost Portion

Submit your Cost Proposal in the format of the form attached in the RFP as “**Attachment 14** Cost Proposal.” The following information must be included in the cost proposal:

i. For all types of the consultant positions described (See Sections 2.2.1.2 and 2.2.2.2), provide a firm fixed hourly rate for each position that the Judicial Council will be charged for the performance of the consultant’s services. The fixed hourly rate is a standard rate regardless of full-time continuous or part-time ad hoc assignment, whether on-site or remote, inclusive of travel to the assigned office at the Judicial Council. In the case of “SAP Specialist Other”, it is not expected that any individual might possess many or more than one of the skills. However, for the purposes of proposal, the Judicial Council expects a single rate that would cover a specialist in any existing or emerging SAP or related technology. Resource time may be billed at a rate lower than published per agreement if appropriate for the specific resource but must not exceed the fixed hourly rate. Billing must be for actual time worked, to the nearest quarter (.25) hour.

Phoenix has submitted its Cost Proposal in accordance with the format provided in Attachment 14 – Cost Proposal. Firm fixed hourly rates have been provided for all consultant positions as specified in the RFP. The proposed rates are inclusive of all costs, regardless of assignment type (full-time or part-time), work location (on-site or remote), and any associated travel expenses.

Phoenix acknowledges that billing will be based on actual time worked, in increments of the nearest quarter hour (.25), and that rates will not exceed the proposed fixed hourly rates. Please see below **Attachment 14 - COST PROPOSAL SUBMISSION FORM**

1.1 ATTACHMENT 14 - COST PROPOSAL SUBMISSION FORM

RFP Title: Phoenix SAP System Integration Support
RFP Number: TCAS-2026-202-RB

ATTACHMENT 14 COST PROPOSAL SUBMISSION FORM

Name of Your Organization: Phoenix Business, Inc.

Job Title	Rate in USD per Hour*	
	Senior Resource	Less-senior Resource
Currently Utilized Resource Consultants:		
SAP Financial Functional Analyst	\$ 180	\$ 110
SAP HCM Functional Analyst	\$ 180	\$ 110
SAP Technical Consultant	\$ 160	\$ 110
SAP Basis Consultant	\$ 150	\$ 110
Additional Consultant Resources:		
SAP Project Manager	\$ 180	\$ 140
SAP Quality Assurance Analyst	\$ 160	\$ 110
OCM/Training Consultant	\$ 150	\$ 110
SAP Business Warehouse Architect/Developer	\$ 160	\$ 110
SAP Security Analyst	\$ 150	\$ 110
SAP Specialist Other	\$ 180	\$ 120

Note: Unless a rare exception is granted by the Judicial Council, consultants for each category will work within the continental United States.

* All hourly rates shall remain firm fixed for the full duration of the Initial Term. If the Judicial Council elects to exercise an option term, and the Contractor makes a written request for an adjustment to the hourly rates before the



RFP Title: Phoenix SAP System Integration Support
RFP Number: TCAS-2025-202-RB

option term is exercised, and the Judicial Council agrees to the adjustment, hourly rates may not increase by more than the lesser of 3% or the average percentage change in the Employment Cost Index for total compensation, for private industry workers, by occupational group and industry, service-providing industries, over the prior twelve (12) month period. If Contractor does not request an increase before the extension option is exercised, the then-current rates may remain in effect for the option year. Any adjustment shall not be retroactive to a prior year. Except for such rate increases, rates shall remain firm fixed for the duration of the option term. Resource time may be billed at a rate lower than published per agreement if appropriate for the specific resource but must not exceed the fixed hourly rate. Billing must be for actual time worked, to the nearest quarter (.25) hour. For example, if a consultant works for 1 hour 15 minutes, billing should be for no more than 1.25 hours. If a consultant works for 1 hour 25 minutes, billing should be for no more than 1.5 hours.

*ii. The Judicial Council is requesting that bidders submit rates for both a senior resource (greater than 10 years of relevant work experience) and a less-senior resource (greater than 3 but less than 10 years of relevant work experience) for all consultant positions, (20 specific rates are required, as shown in the template in **Attachment 14 - Cost Proposal Submission Form**. Failure to do so will render your Proposal non-responsive.*

Phoenix has provided fixed hourly rates for both senior resources (greater than 10 years of relevant experience) and less-senior resources (greater than 3 but less than 10 years of relevant experience) for all consultant positions, in accordance with the requirements outlined in **Attachment 14 - COST PROPOSAL SUBMISSION FORM**. All required rates have been included to ensure the Proposal is complete and fully responsive.

iii. The rates you quote will not be subject to change during the 3-year term of the Agreement. Be advised that the Judicial Council does not pay at a higher rate for overtime, weekend, or holiday work and does not include any provisions to this effect on your cost. Any language in your proposal that qualifies or seeks to modify your hourly rate in any manner or impose overtime or other additional charges or fees will be disregarded when your Cost Proposal is evaluated.

Phoenix acknowledges and agrees that the proposed fixed hourly rates shall remain firm and not be subject to change during the entire three (3) year term of the Agreement. Phoenix further understands that the Judicial Council does not provide additional compensation for overtime, weekend, or holiday work, and confirms that the proposed rates are fully inclusive of all such costs. Phoenix will not impose any additional charges, fees, or rate modifications beyond the stated hourly rates.

*iv. In determining your hourly rates, please take the following into consideration. The Judicial Council does not anticipate reimbursing the selected Contractor for any travel and/or living charges incurred by Contractor's consultants when such charges are accrued for travel to or from the consultant's residence to their regularly assigned location. Nonetheless, if the Judicial Council, in its sole and absolute discretion, authorizes such payment during the term of any Agreement (**June 8, 2026, to June 30, 2029**) resulting from this RFP, it shall be subject to the Judicial Council's then current Travel and Living Expense Guidelines.*

Phoenix acknowledges that the proposed hourly rates are inclusive of all standard costs, including any travel and living expenses associated with consultants commuting to their regularly assigned work locations. Phoenix understands that such expenses are not expected to be reimbursed by the Judicial Council. In the event that any travel or living expenses are exceptionally authorized by the Judicial Council, Phoenix agrees that such reimbursement will be subject to the Judicial Council's applicable Travel and Living Expense Guidelines. Rates are based on a primarily remote delivery model. Any Judicial Council - approved onsite travel will be billed in accordance with Judicial Council Travel Guidelines at actuals.

v. All hourly rates shall remain firm fixed for the full duration of the Initial Term. If the Judicial Council elects to exercise an option term, and the Contractor makes a written request for an adjustment to the hourly rates before the option term is exercised, and the Judicial Council agrees to the adjustment, hourly rates may not increase by more than the lesser of 3% or the average percentage change in the Employment Cost Index (TOTAL COMPENSATION: 12-month % change (NSA) – State and Local

Phoenix acknowledges that all proposed hourly rates shall remain firm and fixed for the full duration of the initial term of the Agreement. Phoenix further understands that any rate adjustments during an option term must be requested in writing and are subject to the Judicial Council's approval. Any such approved adjustments shall not exceed the lesser of 3% or the applicable average percentage change in the Employment Cost Index, in accordance with the RFP requirements.

Government Workers) for total compensation, for private industry

NOTE: *It is unlawful for any person engaged in business within this state to sell or use any article or product as a "loss leader" as defined in Section 17030 of the Business and Professions Code.*

workers, by occupational group and industry, service-providing industries, over the prior twelve (12) month period. If Contractor does not request an increase before the extension option is exercised, the then-current rates will remain in effect for the option year. Any adjustment shall not be retroactive to the prior year. Except for such rate increases, rates shall remain firm fixed for the duration of the option term.

Phoenix acknowledges that all proposed hourly rates shall remain firm and fixed for the full duration of the initial term of the Agreement. Phoenix understands that any rate adjustments during an option term must be requested in writing prior to the exercise of the option and are subject to the Judicial Council's approval. Any approved adjustment shall not exceed the lesser of 3% or the average percentage change in the Employment Cost Index for total compensation for private industry workers over the preceding twelve (12) month period.

Phoenix further acknowledges that any such adjustments will not be applied retroactively, and if no request for adjustment is submitted prior to the option term, the existing rates will remain in effect. Except for such approved adjustments, all rates shall remain firm and fixed for the duration of the Agreement, and Phoenix confirms compliance with all applicable laws, including those related to loss leader practices.