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PHOENIX SAP SYSTEM INTEGRATION SUPPORT

RFP-TCAS-2026-202-RB

Cost proposal

Created for:

JUDICIAL COUNCIL OF CALIFORNIA
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Your points of contact regarding questions and annotations for the proposal



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ATTACHMENT 14
COST PROPOSAL SUBMISSION FORM

Name of Your Organization: P3 USA, Inc.

Job Title	Rate in USD per Hour*	
	Senior Resource	Less-senior Resource
Currently Utilized Resource Consultants:		
SAP Financial Functional Analyst	\$212	\$160
SAP HCM Functional Analyst	\$212	\$145
SAP Technical Consultant	\$190	\$150
SAP Basis Consultant	\$190	\$145
Additional Consultant Resources:		
SAP Project Manager	\$212	\$150
SAP Quality Assurance Analyst	\$183	\$150
OCM/Training Consultant	\$212	\$160
SAP Business Warehouse Architect/Developer	\$200	\$160
SAP Security Analyst	\$212	\$160
SAP Specialist Other	\$200	\$160

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

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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.