

100 Constitution Plaza • Hartford, CT 06103-1722 Telephone: (860) 757-7700 • Fax: (860) 727-4141

June 26, 2007

The Honorable M. Jodi Rell Governor State of Connecticut Executive Chambers State Capitol Hartford, CT 06106

RE:

Connecticut General Statutes, Section 1-123 and Connecticut General Statutes, Section 22a-268e Connecticut Resources Recovery Authority - Annual Report Requirements - Fiscal Year 2006

#### Dear Governor Rell:

Enclosed herewith is information submitted to meet the Connecticut Resources Recovery Authority's (the "Authority") fiscal year 2006 Annual Report requirements under Section 1-123 of the Connecticut General Statutes. Information required under Section 1-123, which is not located in the Annual Financial Report for the Year Ended June 30, 2006 and Independent Auditor's Report (the "Audit"), is attached as follows:

Required Submission:	Location:
(1) A list of all bond issues for the preceding fiscal year, including, for each such issue, the financial advisor and underwriters, whether the issue was competitive, negotiated or privately placed, and the issue's face value and net proceeds;	Attached
(2) a list of all projects other than those pertaining to owner-occupied housing or student loans receiving financial assistance during the preceding fiscal year, including each project's purpose, location, and the amount of funds provided by the agency;	Attached
(3) a list of all outside individuals and firms receiving in excess of five thousand dollars in the form of loans, grants or payments for services, except for individuals receiving loans for owner-occupied housing and education;	Attached
(4) a balance sheet showing all revenues and expenditures;	Refer to Audit pages 22 and 23
(5) the cumulative value of all bonds issued, the value of outstanding bonds, and the amount of the state's contingent liability;	Refer to Audit pages 18 and 33
(6) the affirmative action policy statement, a description of the composition of the agency's work force by race, sex, and occupation and a description of the agency's affirmative action efforts; and	Attached
(7) a description of planned activities for the current fiscal year.	Attached

In addition, as required by Section 22a-268e of the Connecticut General Statutes, the Authority should also include a description of its efforts to mitigate the effects of Authority-Enron-Connecticut Light and Power Company transaction, in conjunction with the filing of its Annual Report, to the General Assembly's Joint Standing Committee for Finance, Revenue and Bonding. This information is already included in the Authority's quarterly Financial Mitigation Plan update. A copy of the most recent filing is included.

Please contact me if you have any questions or concerns about these documents.

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Very truly yours,

Michael A. Pace Chairman of the Beard

**Enclosures** 

cc: State Auditors of Public Accounts

Legislative Program Review and Investigations Committee (2 copies)

General Assembly's Joint Standing Committee for Finance, Revenue and Bonding

Thomas Kirk, President

James Bolduc, Chief Financial Officer

Laurie Hunt, Esq., Director of Legal Services

Chrono File



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#### **BONDS ISSUED DURING FISCAL YEAR 2006**

There were no bonds issued by the Authority during Fiscal Year 2006.

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There were no bonds issued by the Authority during Fiscal Year 2006.

#### FINANCIAL ASSISTANCE PROVIDED DURING FISCAL YEAR 2006

The Authority did not provide any financial assistance during Fiscal Year 2006.

#### FISCAL YEAR 2006 VENDORS PAID \$5,000 OR MORE

A & J CONSTRUCTION, ALCAIDE INC DBA

A J BELLIVEAU RAILROAD CONSTRUCTION INC

AAF INTERNATIONAL

ABM JANITORIAL NE INC

ACCOUNTEMPS

ADECCO

ADP INC

ADT SECURITY SERVICES INC

AIG DOMESTIC CLAIMS

ALL WASTE INC

ALTERNATIVE RESOURCES, INC

AMERICAN EXPRESS TRAVEL RELATED SERVICES

AMERICAN MUNICIPAL TAX-EXEMPT COMP CORP

AMERICAN REF-FUEL CO OF SOUTHEASTERN CT

AMERITAS LIFE INSURANCE CORP

ANCHOR ENGINEERING SERVICES INC

ANDERSON KILL & OLICK PC

ANTHEM BCBS

AON RISK SERVICES INC OF WASHINGTON DC

APPLELOOSA ARTWORKS

AQUARION WATER CO OF CT

ASSOCIATED ELECTRO-MECHANICS, INC

AT&T

B G MECHANICAL SERVICE INC

BANK OF AMERICA

**BODE EQUIPMENT COMPANY** 

**BOTTICELLO INC** 

BROWN PAINDIRIS AND SCOTT LLP

BROWN RUDNICK BERLACK ISRAELS LLP

C K ENVIRONMENTAL INC

CAPITOL CLEANING CONTRACTORS INC

CARLIN CHARRON & ROSEN LLP

**CDW GOVERNMENT INC** 

CENTRAL CONSTRUCTION INDUSTRIES LLC

**CERIDIAN BENEFIT SERVICES** 

CITY CARTING INC

CITY OF BRIDGEPORT

CITY OF HARTFORD

CITY OF NORWALK

CITY OF SHELTON

**COHN BIRNBAUM & SHEA** 

CON SERV INC

CONKLIN AND SOROKA INC

CONN COMMUNITY PROVIDERS ASSOC

CONN CONSTITUTION ASSOCIATES LLC

CONN INTERLOCAL RISK MGMT AGCY

CONN NATURAL GAS CORPORATION

CONN RIVER ESTUARY REGL PLANNING AGENCY

CONNECTICUT BROADBAND

CONTINENTAL IMAGING AND TECHNOLOGY

COVANTA MID-CONN INC

COVANTA PROJECTS OF WALLINGFORD LP

COVANTA SOUTHEASTERN CT

CRRA BRIDGEPORT PROJECT

CRRA MID CONNECTICUT PROJECT

CRRA SOUTHEAST PROJECT

CT ST OF COMM REVENUE SERVICES

**CWPM LLC** 

D W TRANSPORT AND LEASING INC

DELL MARKETING LP

DHL EXPRESS (USA) INC.

DIVERSIFIED ENVIRONMENTAL SERVICES, INC

DMJM+HARRIS INC

**DVIRKA & BARTILUCCI CONSULTING ENGINEERS** 

EAC OPERATIONS INC

EAST COAST LINER CO

EAST GRANBY TOWN OF

EMERY WINSLOW SCALE CO

ENVIROCYCLE INC

ENVIRONMENTAL CAPITAL LLC

ENVIRONMENTAL RISK LIMITED

ENVIRONMENTAL SERVICES INC

EPICOR SOFTWARE CORPORATION

EXECUTIVE DODGE INC

FCR, INC

FEDERAL EXPRESS CORP

FIDELITY INVESTMENTS

FINN DIXON & HERLING LLP

FRANKSON FENCE COMPANY

FUSS AND ONEILL INC

**G & L CAPASSO RESTORATION** 

GBC - NATIONAL SERVICE DEPARTMENT

GERSHMAN BRICKNER BRATTON INC

GOODWILL INDUSTRIES OF WESTERN CT

GRAINGER

GREER, HERZ & ADAMS, LLP

GRILLO ENGINEERING CO

GZA GEOENVIRONMENTAL

H O PENN MACHINERY CO INC HALLORAN AND SAGE LLP

HARTFORD BUSINESS SUPPLY, INC

HARTFORD COURANT ADV LGL NTC

HARTFORD SPRINKLER CO INC

HB COMMUNICATIONS, INC

HDR ENGINEERING INC

HENEGHAN KENNEDY & DOYLE LLC

HERITAGE PRINTERS

HORTON INTERNATIONAL LLC

HRP ASSOCIATES INC

INFINITY CONSTRUCTORS, INC.

IRON MOUNTAIN INCORPORATED

ISO NEW ENGLAND INC

IT'S ON ELECTRIC, LLC J. H. LYNCH & SONS, INC

JOHN WATTS ASSOCIATES

JOURNAL REGISTER EAST INC DBA

KAINEN ESCALERA & MCHALE PC

KINNEY/CENTRAL PARKING SYSTEM OF CT INC

KLEINSCHMIDT ASSOCIATES

KNAPP ENGINEERING PC

LANDSEN CONSTRUCTION CORP

LAVALLEE OVERHEAD DOOR INC

LAW OFFICES OF MARK V. CONNOLLY LLC

MAINTENANCE TECHNOLOGIES INTERNATIONAL

MAJOR MOTION TRANSPORT & LANDSCAPE

MALCOLM PIRNIE INC

MARSH USA INC

MATRIX POWER SERVICES INC

MCCARTER & ENGLISH LLP

MCGUIREWOODS LLP

**MDC** 

MERRITT CONTRACTORS INC

METTLER TOLEDO INC

MODERN SCALE CO

MURPHY ROAD RECYCLING LLC

NEWINGTON ELECTRIC COMPANY INC

NEXTEL COMMUNICATIONS INC

NIRO LANDSCAPE CONTRACTORS INC

NORTHEAST GENERATION SERVICES CO

NORTHEAST UTILITIES/CL&P

NZYMSYS INC

O AND G INDUSTRIES INC

OFFICEMAX - A BOISE COMPANY

OVERHEAD DOOR COMPANY OF HARTFORD INC

PARK TRUCKING AND CONTRACTING LLC

PAUL WELDING COMPANY INC

PDS ENGINEERING & CONSTRUCTION INC

PEPE & HAZARD LLP

PERAKOS AND ZITSER PC

PHILIP ANALYTICAL SERVICES

PITA COMMUNICATIONS LLC

PITNEY BOWES POSTAGE BY MAIL

POINT STAFFING SERVICES

POND TECHNICAL SALES, INC

PRIMARY LANDSCAPING, LLC

PROCESS EQUIPMENT PARTS INC

PULLMAN AND COMLEY LLC

R L ROGERS AND SONS INC

R W BECK INC

RECYCLE AMERICA ALLIANCE, LLC

REGIONAL REFUSE DISPOSAL DISTRICT ONE

RRT DESIGN & CONSTRUCTION

RYAN BUSINESS SYSTEMS INC

SANTARO DEVELOPMENT, LLC

SCS ENGINEERS PC

SCS FIELD SERVCES

SEBBENS LAWN SERVICE

SHELL OIL COMPANY

SIDLEY AUSTIN LLP

SIMPLEX GRINNELL LP

SONITROL

SOUTHEASTERN CT REG RESOURCES RECOV AUTH

SOUTHERN CONNECTICUT GAS CO

SOUTHWEST CONNECTICUT REGIONAL

SPARKS

SPARKS BELTING COMPANY

STANDARD INSURANCE COMPANY, THE

STATE OF CONN DEPT OF ENVIRONMENTAL

STONEY RIDGE CONSTRUCTION

SUPERIOR CONTROLS, INC

THE STANDARD INSURANCE CO

TIERNEY & DALTON ASSOC, INC.

TILCON CONNECTICUT INC

TOWN OF CANTON

TOWN OF ELLINGTON

TOWN OF ESSEX COLLECTOR

TOWN OF GRANBY

TOWN OF ORANGE

TOWN OF PRESTON

TOWN OF SALISBURY

TOWN OF SIMSBURY

TOWN OF SOUTHBURY

TOWN OF WALLINGFORD

TOWN OF WATERTOWN

TOWN OF WESTON

TOWN OF WILTON

TOWN OF WINDSOR

TRC ENVIRONMENTAL CORP

TRI LIFT INC

UBS FINANCIAL SERVICES, INC

UNITED ILLUMINATING COMPANY

UNITED INDUSTRIAL SERVICES

UNIVERSITY OF CONNECTICUT

URS CORPORATION

**US BANK** 

USA HAULING & RECYCLING

USDA WILDLIFE SERVICES

VAN HORST GENERAL CONTRACTORS LLC

VERIZON WIRELESS

VIDEO MONITORING SERVICES OF AMERICA LP

WALKER SYSTEMS SUPPORT

WALLINGFORD ELECTRIC DIVISION

WASTE MANAGEMENT OF CENTRAL MASS INC

WASTE MANAGEMENT OF CONNECTICUT INC

WHEELABRATOR BRIDGEPORT LP

WHEELABRATOR PUTNAM INC

WTE RECYCLING INC

XENELIS CONSTRUCTION CO INC



# EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT AND PLAN

**ADOPTED - NOVEMBER 14, 2003** 

#### EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION STATEMENT AND PLAN

The Connecticut Resources Recovery Authority (CRRA) is an equal opportunity and affirmative action employer, dedicated to a policy of nondiscrimination in employment on any basis prohibited by law. It is the CRRA's policy to provide equal employment and advancement opportunities to all individuals without regard to age, sex, race, color, religion, national origin, marital status, veteran status, disability, sexual orientation or any other legally protected status, and to maintain an environment free from discrimination or harassment based upon these grounds.

The CRRA is committed to providing equal opportunities in terms of its recruiting and hiring practices, including without limitation, by notifying its recruitment sources of the CRRA's nondiscrimination policies and by placing "help-wanted" advertisements containing the phrase "An Equal Opportunity Employer." The CRRA is also committed to providing equal opportunities to its employees in all of its employment practices, including but not limited to compensation, training, transfers, promotions and disciplinary procedures, and in the provision of all of its employee benefit programs. Personnel decisions will be made on the basis of the needs of the CRRA and an individual's job-related skills, ability and merit.

The CRRA further pledges its strong commitment to ensure that all contractors and subcontractors who do business with the CRRA provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit. The participation of minority business enterprises meeting qualifications established by applicable regulations shall further be solicited and encouraged.

The CRRA shall include an equal opportunity clause in all of its contracts and shall not enter into any contract with any person, agency or organization if it has knowledge that such person, agency or organization engages in unlawful discriminatory practices.

The CRRA further pledges that all CRRA-sponsored training and social and recreational programs will be administered without regard to any legally protected status.

As part of its commitment to equal opportunities, the CRRA expects all of its employees to adhere to this policy of nondiscrimination. The CRRA will take prompt action upon the receipt of a complaint of unlawful discrimination and will take appropriate corrective action, including disciplinary measures if necessary, to remedy any discriminatory conduct. Complaints should be referred to the Human Resources Manager, who is the CRRA's designated Equal Employment Opportunity (EEO) Officer. Alternatively, employees may submit complaints to the President of the CRRA or to any manager or supervisor.

The day-to-day responsibility for administering and complying with this policy is delegated to the various department heads with respect to the employees within their respective departments. The President and the Board of Directors will provide necessary procedural guidance in the coordination and application of the policy and any changes or modifications to the policy as may be required.

The CRRA's plan for implementing its equal employment and affirmative action policy could include any or all of the following actions:

- 1. Attempt to hire and promote qualified female and minority candidates through efforts to increase the number of highly qualified female and minority applicants for each vacancy, with the ultimate goal that CRRA's workforce will mirror the diversity of the labor pool.
- 2. Attempt to reach a greater number and diversity of representative groups to notify them of employment opportunities with CRRA. Wherever possible, target the Hispanic, African-American, Asian Pacific/Islander and Native American communities by contacting organizations and educational institutions that promote the interests of such individuals.
- 3. Explore the creation of an internship program to create interest among minority students in career opportunities at CRRA.
- 4. Take the following steps to ensure that all applicants and employees are aware that CRRA is an equal opportunity employer and of CRRA's affirmative action recruitment efforts:
  - a. Publicize the Equal Employment Opportunity Statement and Affirmative Action policy in CRRA's Personnel Policy Manual and post the same on CRRA bulletin boards.
  - b. Publicize the accomplishments and/or promotions of minorities and females internally.
  - c. Assess the equal opportunity and affirmative action efforts and achievements prior to the promotion of employees or the execution of discretionary salary increases.
  - d. Conduct meetings to discuss equal employment opportunity policies and responsibilities with CRRA employees, including during employee orientation and training sessions.
  - e. Advise all recruiting sources of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy.
  - f. Notify all bidders, contractors, and suppliers of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy and ensure that all contracts for services and materials include a statement in which the

- contractor agrees to abide by affirmative action and fair employment principles.
- g. Attend job fairs where the potential for exposure to potential female and minority applicants is high.
- h. Continue to encourage participation of minority business enterprises and not to contract with any entity debarred from participation in state or federal contract programs.
- i. Notify minority and women's organizations, community organizations, state and local employment security and vocational rehabilitation agencies, schools and colleges of CRRA's Equal Employment Opportunity Statement and Affirmative Action policy.
- j. Place advertisements for employees containing the phrase "CRRA is an Affirmative Action/Equal Opportunity Employer" within the appropriate classified section of newspapers and/or job posting websites.
- k. Send outreach letters, job postings and job descriptions to various minority organizations throughout the state to increase awareness of employment opportunities at CRRA in the region's minority communities.
- 1. Conduct outreach meetings via telephone with minority organizations during the year to maintain and improve the lines of communication between CRRA and these organizations as well as increase the awareness of CRRA's affirmative action efforts throughout the state's minority communities.

Approved By: Board of Directors

P&P No.: BOD 013

Effective Date: November 11, 2003

## Connecticut Resources Recovery Authority Ethnic Composition of Total Work Force Summary of EEOC Report Updated June 30, 2006

			Males	9 <b>S</b>					Females	ıles		
	TOTAL					Indian	Total					Indian
	Males	Canc.	Black	Hisp.	Asian/PI	Hisp. Asian/PI American	Females	Canc.	Black	Hisp.	Asian/PI American	American
Executive	14	6	0	0	0	0	Ð	4	0	0	~	0
Managerial	22.58% 74452%	14.52%	0.00%	0.00%	0.00%	0.00%	8.06%	6.45%	0.00%	0.00%	1.61%	0.00%
	0.000	0	0	0	0	0	0	0	0	0	0	0
Technicians	8600.00 2 2 900.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0 2 2 2 2 2 2	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	0.00% 0.00%	0.00%	%00.0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	%00.0	0.00%
	14	8	0	0	1	O	В	2	0	0	2	0
Professionals	22.58% 101648%	12.90%	0.00%	0.00%	1.61%	0.00%	6.45%	3.23%	%00.0	0.00%	3.23%	0.00%
Office and	35 35	12	2	2	-	O	(e)	13	4	0	~	0
Clerical	56,45% 27,4296	19.35%	3.23%	3.23%	1.61%	0.00%	29.03%	20.97%	6.45%	0.00%	1.61%	0.00%
	62 85 85	29	2	2	2	0	7.7	19	4	0	4	0
TOTALS	100.00%	46.77%	3.23%	3.23%	3.23%	0.00%	43 55%	30.65%	6.45%	0.00%	6.45%	0.00%

#### AFFIRMATIVE ACTION EFFORTS TO DATE

The Authority's efforts to increase diversity in its workforce for 2006 included the following measures for CRRA job openings:

- Print advertising with Northeast Minority News, La Voz Hispaña, and The Hartford Courant.
- Affirmative Action Outreach Letters with job postings to the following agencies:
  - 1. Latino and Puerto Rican Affairs Commission, Hartford
  - 2. Urban League of Greater Hartford
  - 3. Vietnamese Mutual Assistance Association, Hartford
  - 4. YWCA of the Hartford Region
  - 5. Urban League of Southwestern Connecticut, Stamford
  - 6. Connecticut Commission on Human Rights & Opportunities
  - 7. Connecticut Puerto Rican Forum, Hartford
  - 8. Institute for Hispanic Families, Hartford
  - 9. H.A.R.T Job Center, Hartford
- Web postings of CRRA jobs appeared on the following sites:
  - 1. CRRA Internet Employment Opportunities Page
  - 2. Connecticut's Job Bank
  - 3. America's Job Bank
  - 4. Career Builder.com

#### **Board of Directors**

#### 2007 Schedule of Meetings

DATE	TIME	PLACE
Thursday, January 25, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, February 22, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, March 29, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, April 26, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, May 31, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, June 28, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, July 26, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
August 2007	NO MEETING	
Thursday, September 27, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, October 25, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, November 29, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, December 20, 2007	9:30 a.m.	100 Constitution Plaza, Hartford, CT

## Finance Committee of the Board of Directors 2007 Schedule of Meetings

DATE	TIME	PLACE
Thursday, January 18, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, February 15, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, March 22, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, April 19, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, May 24, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, June 21, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, July 19, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
August 2007	NO MEETING	
Thursday, September 20, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, October 18, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, November 15, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, December 13, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT

### Policies & Procurement Committee of the Board of Directors 2007 Schedule of Meetings

DATE	TIME	PLACE
Thursday, January 11, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, February 8, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, March 15, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, April 12, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, May 17, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, June 14, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, July 12, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
August 2007	NO MEETING	
Thursday, September 13, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, October 11, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, November 8, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, December 6, 2007	9:30 a.m.	211 Murphy Road, Hartford, CT

#### Organizational Synergy & Human Resources Committee of the Board of Directors

#### 2007 Schedule of Meetings

DATE	TIME	PLACE
Thursday, January 25, 2007	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, March 29, 2007	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, May 31, 2007	<sup>2</sup> 8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, July 26, 2007	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, September 27, 2007	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, November 29, 2007	8:30 a.m.	100 Constitution Plaza, Hartford, CT

#### **Executive Committee**

#### 2007 Schedule of Meetings

To be called as needed