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FAX (860) 757-7745

February 23, 2006

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

**RE: Connecticut General Statutes, Section 1-123  
Connecticut Resources Recovery Authority - Annual Report Requirements – Fiscal Year 2005**

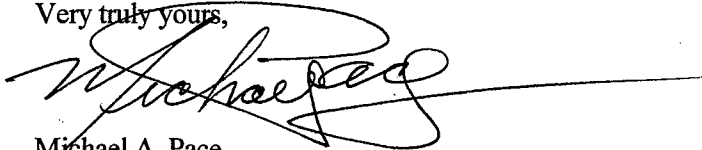
Dear Governor Rell:

Enclosed herewith is information submitted to meet the Connecticut Resources Recovery Authority’s Annual Report requirements under Section 1-123 of the Connecticut General Statutes for fiscal year 2005. The following information required under Section 1-123, which is not located in the *Comprehensive Annual Financial Report for Fiscal Year Ended June 30, 2005* (“CAFR”), 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 CAFR pages 21 and 22
(5) the cumulative value of all bonds issued, the value of outstanding bonds, and the amount of the state's contingent liability;	Refer to CAFR pages 19 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

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

Very truly yours,

  
Michael A. Pace  
Chairman of the Board

cc: Auditors of Public Accounts  
Legislative Program Review and Investigations Committee (2 copies)  
Thomas Kirk, President  
James Bolduc, Chief Financial Officer  
Chrono File

**BONDS ISSUED DURING FISCAL YEAR 2005**

There were no bonds issued by the Authority during Fiscal Year 2005.

**FINANCIAL ASSISTANCE PROVIDED DURING FISCAL YEAR 2005**

The Authority did not provide any financial assistance during Fiscal Year 2005.

**FISCAL YEAR 2005 VENDORS PAID \$5,000 OR MORE**

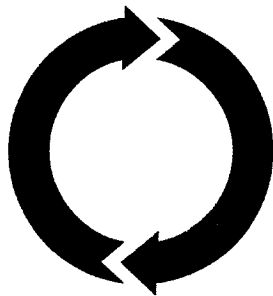
A & J CONSTRUCTION, ALCAIDE INC DBA  
A J BELLIVEAU RAILROAD CONSTRUCTION INC  
AAF INTERNATIONAL  
ABM JANITORIAL NE INC  
ADECCO  
ADMIRAL MOVING AND STORAGE INC  
ADP INC  
ADT SECURITY SERVICES INC  
ALBREADA REFUSE & SWEEPING, LLC  
ALL SERVICES ELECTRIC INC  
ALL WASTE INC  
AMERICAN DISPUTE RESOLUTION CENTER INC  
AMERICAN INTERNATIONAL RECOVERY INC  
ANCHOR ENGINEERING SERVICES INC  
ANDERSON KILL & OLICK PC  
ANTHEM BCBS  
AQUARION WATER CO OF CT  
ASW CONSULTING GROUP, LLC  
B G MECHANICAL SERVICE INC  
BODE EQUIPMENT COMPANY  
BOTTICELLO INC  
BROWN RUDNICK BERLACK ISRAELS LLP  
CALYPSO COMMUNICATIONS LLC  
CAMP DRESSER AND MCKEE INC  
CAPITOL CLEANING CONTRACTORS INC  
CARLIN CHARRON & ROSEN LLP  
CAROUSEL INDUSTRIES OF NORTH AMERICA  
CDW GOVERNMENT INC  
CENTRAL CONSTRUCTION INDUSTRIES LLC  
CERIDIAN BENEFIT SERVICES  
CITICORP VENDOR FINANCE INC  
COHN BIRNBAUM & SHEA  
CONKLIN AND SOROKA INC  
CONN COMMUNITY PROVIDERS ASSOC  
CONN CONSTITUTION ASSOCIATES LLC  
CONN INTERLOCAL RISK MGMT AGCY  
CONN MILLWORK INC  
CONN NATURAL GAS CORPORATION  
CONN RIVER ESTUARY REGL PLANNING AGENCY  
CONNECTICUT BROADBAND  
CONNECTICUT VALLEY RUBBER, INC  
COVANTA MID-CONN INC  
COVANTA PROJECTS OF WALLINGFORD LP  
CUBITT JACOBS & PROSEK LLC  
CWPM LLC  
D W TRANSPORT AND LEASING INC  
DELL MARKETING LP  
DHL EXPRESS (USA) INC.  
DIVERSIFIED ENVIRONMENTAL SERVICES, INC  
DMJM+HARRIS INC  
DUTTON & JOHNSTON LLC  
EAC OPERATIONS INC  
EARTH TECHNOLOGY LLC  
EMCON/OWT INC

ENVIROCYCLE INC  
ENVIROGEN TECHNOLOGIES INC  
ENVIRONMENTAL CAPITAL LLC  
ENVIRONMENTAL RISK LIMITED  
ENVIRONMENTAL SERVICES INC  
EPICOR SOFTWARE CORPORATION  
EXCAVATION TECHNOLOGIES INC  
EXCELLUS BENEFIT SERVICES INC  
F B MATTSON CO INC  
FCR INC  
FIDELITY INVESTMENTS  
FINN DIXON & HERLING LLP  
FLEET BOSTON FINANCIAL  
FRANKSON FENCE COMPANY  
FRIEDMAN, KAPLAN, SEILER, & ADELMAN LLP  
FUREY DONOVAN TRACY & DALY PC  
FUSS AND ONEILL INC  
GARDNER ENGINEERING INC  
GERSHMAN BRICKNER BRATTON INC  
GRAINGER  
GZA GEOENVIRONMENTAL  
HALLORAN AND SAGE LLP  
HANDEX ENVIROMENTAL INC  
HARTFORD COURANT ADV LGL NTC  
HARTFORD SPRINKLER CO INC  
HDR ENGINEERING INC  
HENEGHAN KENNEDY & DOYLE LLC  
HERB HOLDEN TRUCKING INC  
HERITAGE PRINTERS  
HORTON INTERNATIONAL LLC  
HRP ASSOCIATES INC  
INFANTINOS PROPERTY SERVICES  
INFINITY CONSTRUCTORS, INC.  
INFORMATION SYSTEMS GROUP INC  
IRON MOUNTAIN INCORPORATED  
ISO NEW ENGLAND INC  
JACI CARROLL STAFFING SERVICES INC  
JACKSON LEWIS SCHNITZLER & KRUPMAN  
JOHN WATTS ASSOCIATES  
KAINEN ESCALERA & MCHALE PC  
KAY ELECTRIC LLC  
KINNEY/CENTRAL PARKING SYSTEM OF CT INC  
KNAPP ENGINEERING PC  
LANDFILL SERVICE CORPORATION  
LANDSEN CONSTRUCTION CORP  
LAVALLEE OVERHEAD DOOR INC  
LAW OFFICES OF MARK V. CONNOLLY LLC  
LEBON PRESS INC  
LINDA FREDRICKSON DESIGN  
LYNCH TRAUB KEEFE & ERRANTE PC  
M FRANK HIGGINS & CO, INC  
MAJOR MOTION TRANSPORT & LANDSCAPE  
MALCOLM PIRNIE INC  
MARSH USA INC

**FISCAL YEAR 2005 VENDORS PAID \$5,000 OR MORE**

*(Continued)*

MATRIX POWER SERVICES INC  
MCCARTER & ENGLISH LLP  
MDC  
METTLER TOLEDO INC  
MODERN SCALE CO  
MURPHY ROAD RECYCLING LLC  
NEW WASTE CONCEPTS, INC  
NEWINGTON ELECTRIC COMPANY INC  
NEXTEL COMMUNICATIONS INC  
NIRO LANDSCAPE CONTRACTORS INC  
NORTHEAST GENERATION SERVICES CO  
NORTHEAST GENERATOR OF CONNECTICUT INC  
NORTHEAST UTILITIES/CL&P  
NUTMEG GRAVEL & EXCAVATING INC  
NUZZO & ROBERTS, LLC  
OFFICEMAX - A BOISE COMPANY  
OVERHEAD DOOR COMPANY OF HARTFORD INC  
P HUG CONTRACTING  
PAINTING & DECORATING INC  
PALMER & DODGE LLP  
PAMELA F GARRY  
PARK TRUCKING AND CONTRACTING LLC  
PEPE & HAZARD LLP  
PERAKOS AND ZITSER PC  
PHILIP ANALYTICAL SERVICES  
PLM ELECTRIC POWER ENGINEERING LLC  
POND TECHNICAL SALES, INC  
PRIMARY LANDSCAPING, LLC  
PULLMAN AND COMLEY LLC  
R L ROGERS AND SONS INC  
R W BECK INC  
RECYCLE AMERICA ALLIANCE, LLC  
RED TECHNOLOGIES, LLC  
REEF INDUSTRIES, INC.  
REGIONAL REFUSE DISPOSAL DISTRICT ONE  
ROGIN NASSAU CAPLAN LASSMAN & HIRTLE  
RRT DESIGN & CONSTRUCTION  
RYAN BUSINESS SYSTEMS INC  
SANTARO DEVELOPMENT, LLC  
SBC  
SCS ENGINEERS PC  
SEBBENS LAWN SERVICE  
SENTRY SELECT INSURANCE COMPANY  
SIDLEY AUSTIN BROWN & WOOD LLP  
SIMPLEX GRINNELL LP  
SONITROL  
SOUTHERN CONNECTICUT GAS CO  
SOUTHWEST CONNECTICUT REGIONAL  
SPARKS  
STANDARD INSURANCE COMPANY, THE  
STAPLES BUSINESS ADVANTAGE  
STORAGE SYSTEMS OF CT INC  
SUPERIOR CONTROLS, INC  
SUPERIOR PRODUCTS  
T & T CONCRETE & LANDSCAPES LLC  
TDI CONTRACTING LLC  
THE HACH COMPANY  
THE STANDARD INSURANCE CO  
TILCON CONNECTICUT INC  
TRC ENVIRONMENTAL CORP  
UBS FINANCIAL SERVICES, INC  
UNITED ILLUMINATING COMPANY  
UNITED INDUSTRIAL SERVICES  
URS CORPORATION  
US BANK  
US POSTAL SERVICE  
USA HAULING & RECYCLING  
USDA WILDLIFE SERVICES  
VALLEY SAND & GRAVEL CORP  
VAN HORST GENERAL CONTRACTORS LLC  
VANZELM HEYWOOD AND SHADFORD INC  
VERIZON WIRELESS  
VIDEO PRODUCTION ASSOCIATES  
WASTE MANAGEMENT OF CENTRAL MASS INC  
WASTE MANAGEMENT OF CONNECTICUT INC  
WASTE STREAM ENVIROMENTAL INC  
WASTE TECH LLC  
WASTEQUIP MANUFACTURING CO  
WEST GROUP  
WHEELABRATOR BRIDGEPORT LP  
WHEELABRATOR PUTNAM INC  
WTE RECYCLING INC  
XENELIS CONSTRUCTION CO INC



**CONNECTICUT  
RESOURCES  
RECOVERY  
AUTHORITY**

**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.
- l. 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.

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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  
Fiscal Year End June 30, 2005**

	Males										Females					
	TOTAL	Total Males	Cauc.	Black	Hisp.	Asian	South Asian	Indian American	Total Females	Cauc.	Black	Hisp.	Asian	South Asian	Indian American	
Executive Managerial	14 22.58%	5 14.52%	9 14.52%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	5 8.06%	4 6.45%	0 0.00%	0 0.00%	1 1.61%	0 0.00%	0 0.00%	
Technicians	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
Sales Workers	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
Professionals Office and Clerical	34 54.84%	12 19.35%	11 17.74%	0 0.00%	0 0.00%	1 1.61%	0 0.00%	0 0.00%	2 3.23%	2 3.23%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	0 0.00%	
TOTALS	62 100.00%	38 61.29%	33 53.23%	2 3.23%	1 1.61%	1 1.61%	1 1.61%	0 0.00%	17 27.42%	18 29.03%	4 6.45%	0 0.00%	2 3.23%	0 0.00%	0 0.00%	

## AFFIRMATIVE ACTION EFFORTS TO DATE

The Authority's efforts to increase diversity in its workforce for 2005 included the following measures for CRRA job openings:

- Print advertising with *Northeast Minority News*, *La Voz Hispánica*, 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

**PLANNED MEETINGS FOR CALENDAR YEAR 2006**

**Board of Directors**

**2006 Schedule of Meetings**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>
Thursday, January 26, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, February 16, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, March 30, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, April 27, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, May 25, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, June 29, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, July 27, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
August 2006		NO MEETING
Thursday, September 28, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, October 26, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, November 30, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT
Thursday, December 21, 2006	9:30 a.m.	100 Constitution Plaza 6th Floor, Hartford, CT

**PLANNED MEETINGS FOR CALENDAR YEAR 2006**

**Finance Committee of the Board of Directors**

**2006 Schedule of Meetings**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>
Thursday, January 19, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, February 9, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, March 23, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, April 20, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, May 18, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, June 22, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, July 20, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
August 2006		NO MEETING
Thursday, September 21, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, October 19, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, November 16, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, December 14, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT

**PLANNED MEETINGS FOR CALENDAR YEAR 2006**

**Policies & Procurement Committee of the Board of Directors**

**2006 Schedule of Meetings**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>
Thursday, January 12, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, February 2, 2006		CANCELLED
Thursday, March 16, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, April 13, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, May 11, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, June 15, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, July 13, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
August 2006		NO MEETING
Thursday, September 14, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, October 12, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, November 9, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, December 7, 2006	9:30 a.m.	211 Murphy Road, Hartford, CT

**PLANNED MEETINGS FOR CALENDAR YEAR 2006**

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

**2006 Schedule of Meetings**

DATE	TIME	PLACE
Thursday, January 26, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, March 30, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, May 25, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, July 27, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, September 28, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT
Thursday, November 30, 2006	8:30 a.m.	100 Constitution Plaza, Hartford, CT



**PLANNED MEETINGS FOR CALENDAR YEAR 2006**

**Executive Committee**

**2006 Schedule of Meetings**

<b>DATE</b>	<b>TIME</b>	<b>PLACE</b>
Thursday, January 19, 2006	11:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, April 20, 2006	11:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, July 20, 2006	11:30 a.m.	211 Murphy Road, Hartford, CT
Thursday, October 19, 2006	11:30 a.m.	211 Murphy Road, Hartford, CT