

PROGRAM MANAGEMENT & BUDGET

During the year the Office of Surface Mining (OSM) completed a major reorganization that shifted emphasis from a federally administered program to one of partnership with the States. To accomplish this, the former regional field structure was disbanded. OSM established a new network of 13 field offices and 2 technical centers. Headquarters offices were reorganized to provide responsive service to the field offices and the States.

As the reorganization was taking place, OSM was extensively revising its regulations. The twin goals of making regulations less burdensome on States and mine operators and meeting a 25-percent reduction in public paperwork burden as mandated by the Paperwork Reduction Act were achieved. During fiscal year 1982, OSM eliminated nearly 784,000 hours of public recordkeeping and reporting requirements.

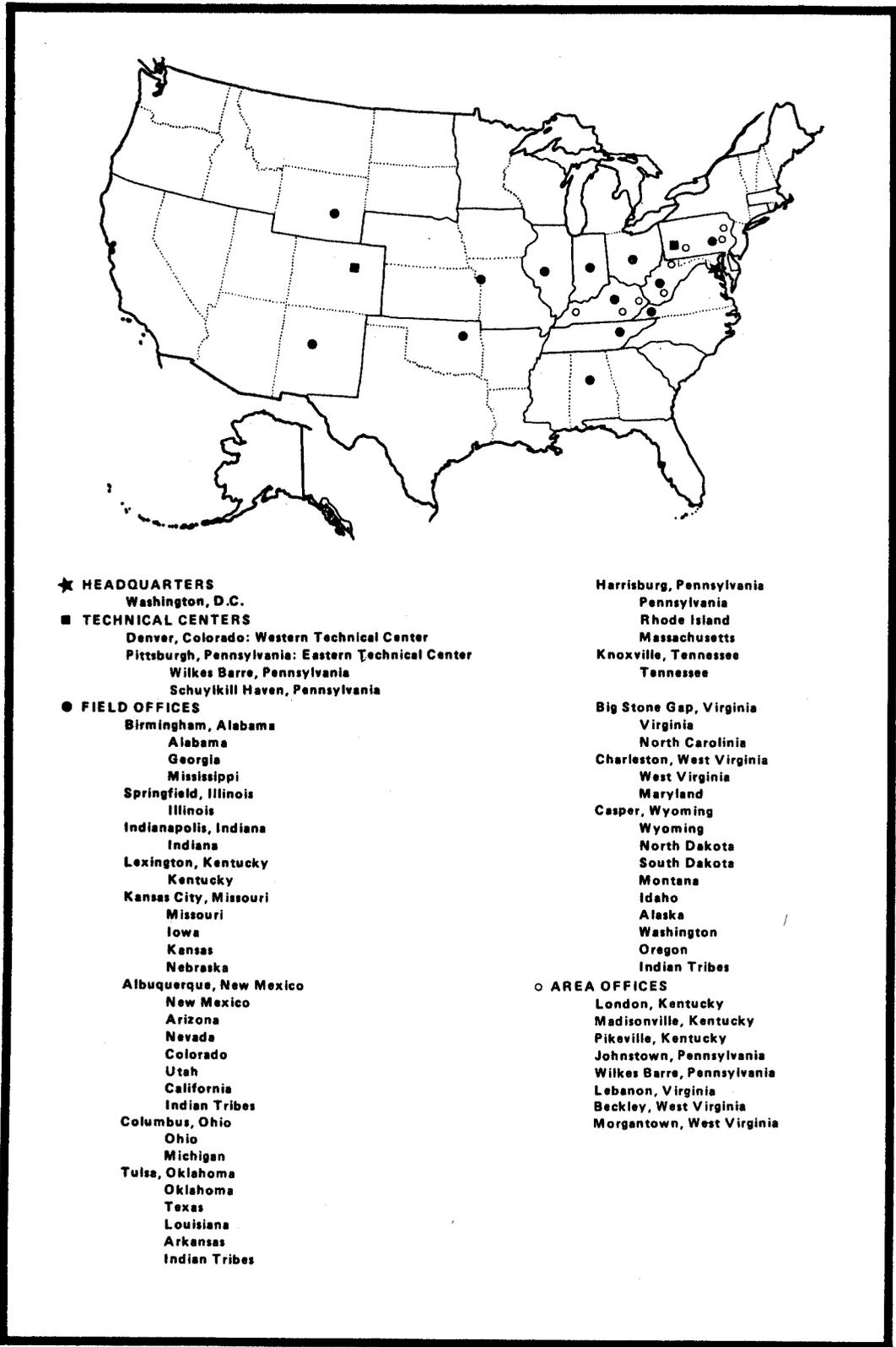
During fiscal year 1982, many personnel actions were required. Following the reorganization, all reassignments, transfers, and grade reductions were completed. All placements as a result of the reduction-in-force were upheld by the Merit Systems Protection Board, and of the 120 OSM employees who were identified for separation during the year and who were eligible for outplacement assistance, 97 were placed elsewhere within OSM or the Department. Training in OSM's changing mission and onsite courses in professional and clerical development was given. A full scale review of position classifications was initiated. A total of 345 positions were reviewed during the fiscal year, after which 116 position descriptions were corrected.

OSM financial services accomplishments included:

- establishment of a new accounting structure and issuance of new operating account numbers,
- incorporation of Bureau of Mines reclamation programs into OSM financial system,
- design of an Objective Management System to help OSM managers plan, and track goals and objectives,
- assumption of responsibility for other OSM financial operations formerly done by the Bureau of Mines with monthly reports,
- completion of OMB debt collection project recommendations,
- further training in travel and payroll procedures for agency personnel, and
- issuance of an OSM travel directive that consolidated seven separate directives and included current government-wide guidelines.

Administrative support responsibilities were consolidated and brought under closer headquarters supervision. This action included the absorbing of all agency contracting activity, with the exception of small purchases under \$1,000 which was redelegated to the technical center and field office level. Systems were developed to process Abandoned Mine Lands (AML) emergency construction contracting, and field personnel were trained in various procedures. Socio-economic procurement goals were exceeded in all cases, resulting in recognition from the Department of this accomplishment.

Field Structure



★ HEADQUARTERS

Washington, D.C.

■ TECHNICAL CENTERS

Denver, Colorado: Western Technical Center
 Pittsburgh, Pennsylvania: Eastern Technical Center
 Wilkes Barre, Pennsylvania
 Schuylkill Haven, Pennsylvania

● FIELD OFFICES

Birmingham, Alabama
 Alabama
 Georgia
 Mississippi
 Springfield, Illinois
 Illinois
 Indianapolis, Indiana
 Indiana
 Lexington, Kentucky
 Kentucky
 Kansas City, Missouri
 Missouri
 Iowa
 Kansas
 Nebraska
 Albuquerque, New Mexico
 New Mexico
 Arizona
 Nevada
 Colorado
 Utah
 California
 Indian Tribes
 Columbus, Ohio
 Ohio
 Michigan
 Tulsa, Oklahoma
 Oklahoma
 Texas
 Louisiana
 Arkansas
 Indian Tribes

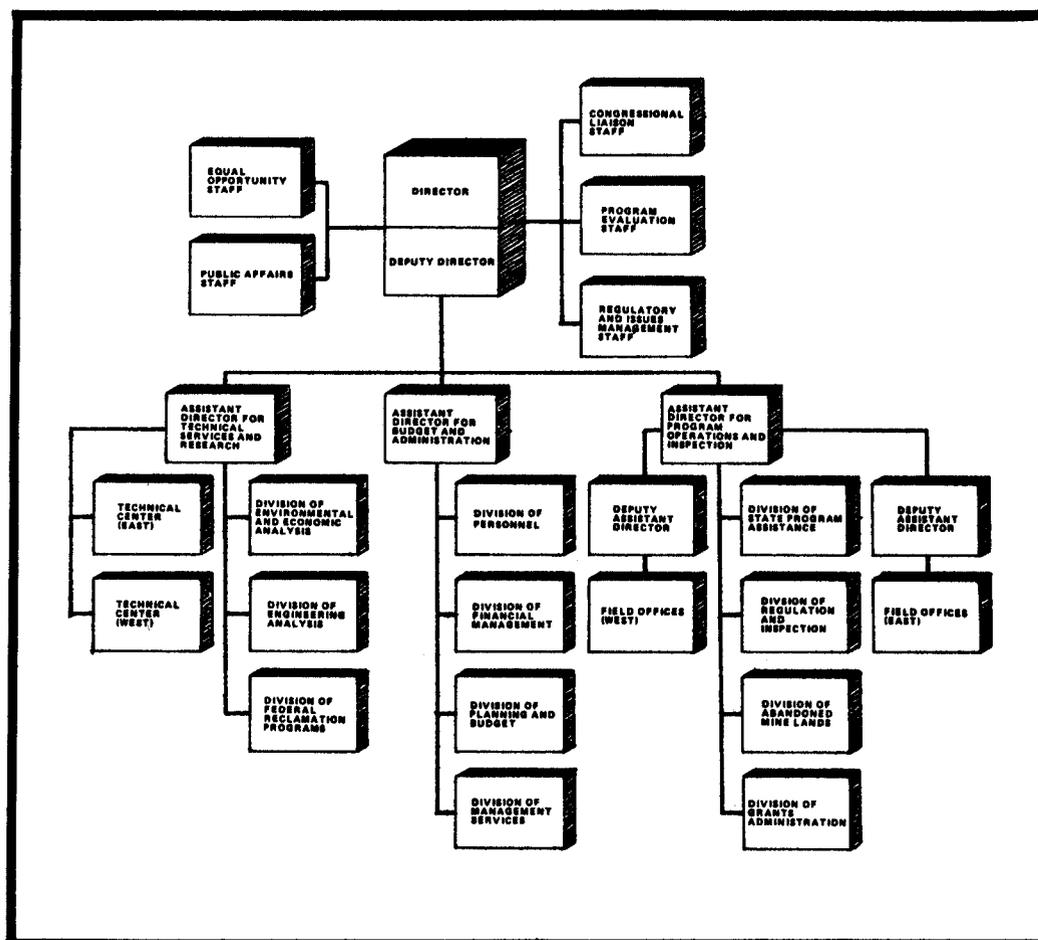
Harrisburg, Pennsylvania
 Pennsylvania
 Rhode Island
 Massachusetts
 Knoxville, Tennessee
 Tennessee

Big Stone Gap, Virginia
 Virginia
 North Carolina
 Charleston, West Virginia
 West Virginia
 Maryland
 Casper, Wyoming
 Wyoming
 North Dakota
 South Dakota
 Montana
 Idaho
 Alaska
 Washington
 Oregon
 Indian Tribes

○ AREA OFFICES

London, Kentucky
 Madisonville, Kentucky
 Pikeville, Kentucky
 Johnstown, Pennsylvania
 Wilkes Barre, Pennsylvania
 Lebanon, Virginia
 Beckley, West Virginia
 Morgantown, West Virginia

Organization



Fiscal year 1982 brought an increased management focus on the importance of avoiding financial interest situations which are, or may be construed to be, in conflict with the mission and goals of the Office of Surface Mining. During the year, a full-time assistant ethics counselor was added to the Personnel Division staff. The review of financial and other interest statements for four different categories of Federal and State employees is now consolidated in this Office. A small backlog of adjudication work from the previous year has been eliminated, and all employee filings due in January 1982 were received and processed.

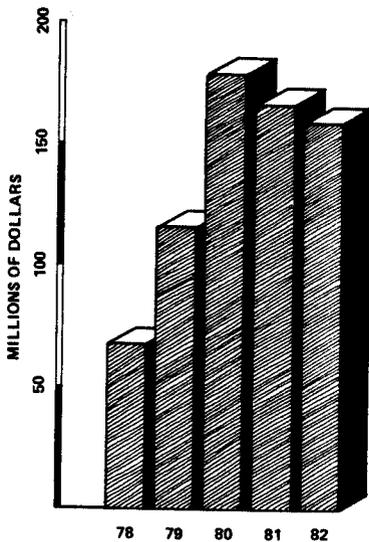
Conflict Of Interest

Through diligent monitoring of employees' financial statements and, particularly, through daily conversations with OSM staff concerning the appropriateness of land, stock, or other financial interests related to coal operations, a better understanding of the Act's prohibitions has been gained. Only one divestiture order was issued in 1982, resulting in resolution of the conflict.

With continued management attention and increasing awareness on the part of employees to the statutory prohibitions concerning financial interests in coal mining operations, the Office of Surface Mining is effectively preventing conflicts of interest.

Budget

ACTIVITY	APPROPRIATIONS In Thousands of Dollars		
	FY 1982 (Actual)	FY 1983 (Estimate)	FY 1984 (Estimate)
REGULATION AND TECHNOLOGY			
State Regulatory Program Grants	30,232 1/	32,150	37,600
Federal Regulatory Programs	25,682	21,296	20,002
Program Operations and Inspection	(20,658)	(10,393)	(10,691)
Technical Services and Research	(5,024)	(10,903)	(9,311)
Executive Direction/General Administration	8,506	6,910	5,895
Total Requirements - Regulation and Technology	64,420	60,356	63,497
ABANDONED MINE LAND FUND			
State Reclamation Program Grants	59,136	132,500	193,900
Federal Reclamation Programs	52,237	24,749	20,803
Fund Management	(4,724)	(4,901)	(6,048)
Federal Reclamation Projects	(28,040)	(14,977)	(11,673)
Technical Support	(1,134)	(1,221)	----3/
Rural Abandoned Mine Program	(18,339) 2/	(3,650)	(3,082)
Small Operator Assistance	-----	-----	-----
General Administration	3,960	3,960	4,099
Total Requirements - AML Fund	115,333	161,209	218,802
Total, Office of Surface Mining	179,753	221,565	282,299



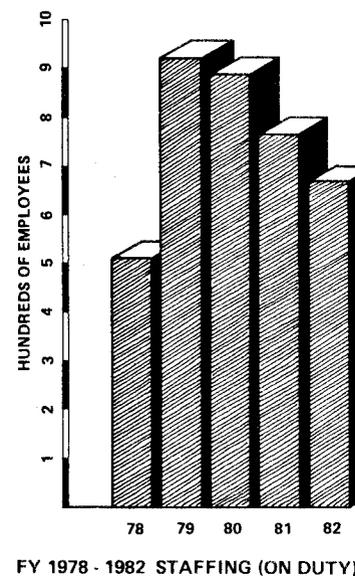
1/ Includes \$5,800 deferred from Fiscal Year 1981.
 2/ Includes Fiscal Year 1982 supplement appropriation for \$13,251.
 3/ Beginning in Fiscal Year 1984 the AML Technical Support activities will be a component within the Interior Reclamation Projects activity.

Staffing (As Of Sept. 30, 1982)

PERMANENT FULL-TIME POSITIONS BY LOCATION	AUTHORIZED POSITIONS*	ON DUTY	VACANCIES
Washington, D.C.	285	262	23
Technical Center - East	134	111	23
Technical Center - West	72	63	9
Albuquerque Field Office	15	14	1
Casper Field Office	13	13	0
Tulsa Field Office	9	8	1
Kansas City Field Office	8	8	0
Indianapolis Field Office	13	13	0
Springfield Field Office	13	12	1
Columbus Field Office	18	14	4
Knoxville Field Office	14	14	0
Birmingham Field Office	19	18	1
Lexington Field Office	14	12	2
Madisonville Area Office	6	6	0
London Area Office	13	13	0
Pikeville Satellite Office	9	9	0
Charleston Field Office	13	13	0
Beckley Area Office	13	13	0
Morgantown Area Office	11	11	0
Big Stone Gap Field Office*	18	16	2
Harrisburg Field Office	12	10	2
Johnstown Area Office	15	15	0
Wilkes-Barre Area Office	6	6	0
TOTAL	743	674	69

*Includes Lebanon Area Office

EMPLOYMENT CEILINGS	AUTHORIZED POSITIONS	ON DUTY	VACANCIES
PERMANENT FULL-TIME	743	674	69
PERMANENT PART-TIME	58	50	8
TEMPORARY	105	47	58
TOTAL	906	771	135



CONCLUSION

Credibility, Cooperation And Compliance

It is fitting that the end of this year marked OSM's fifth anniversary. Last year OSM Director, James R. Harris used, for the first time, his now oft repeated statement, "The goals for the agency--Credibility, Cooperation, and Compliance--are well on the road to realization." During the year these words set the theme for the agency's accomplishments, but they will take on even greater meaning and importance for the future. Fiscal year 1982 and the direction for 1983 is best summed up in the Director's words before the Subcommittee on Energy and the Environment of the House Committee on Interior and Insular Affairs in September, when he said, "Our effort toward regulatory reform has had, as its goal, bringing credibility to the program by addressing the practicalities of mining, by plugging loopholes, by addressing those portions of the regulations which had been remanded or rescinded, and by adding the flexibility necessary to cope with site-specific and State-specific problems, all in keeping with the intent of the Act."

He went on to say, "We are making every effort to dampen at dead center, what could have been a wildly swinging regulatory pendulum, given the far off-center position from which it started its initial arc. Just as the Act has not been thrown through the "state window", the sky will not fall when our regulatory reform program is completed, nor will the environmental integrity of the coal-mining areas of this country have been lessened. In fact, I believe that the common sense and cost-effective approach that we are bringing to these regulations will enhance, rather than lessen, the quality of the environmental end product. We will continue our efforts to bring this agency to maturity in order that this Nation can now, and throughout the foreseeable future, be assured that coal will be mined and the land will be reclaimed in keeping with sound environmental practices."

* U.S. GOVERNMENT PRINTING OFFICE: 1983-410-730



OSM DIRECTOR, JAMES R. HARRIS (LEFT) AT A KENTUCKY MINE SITE.