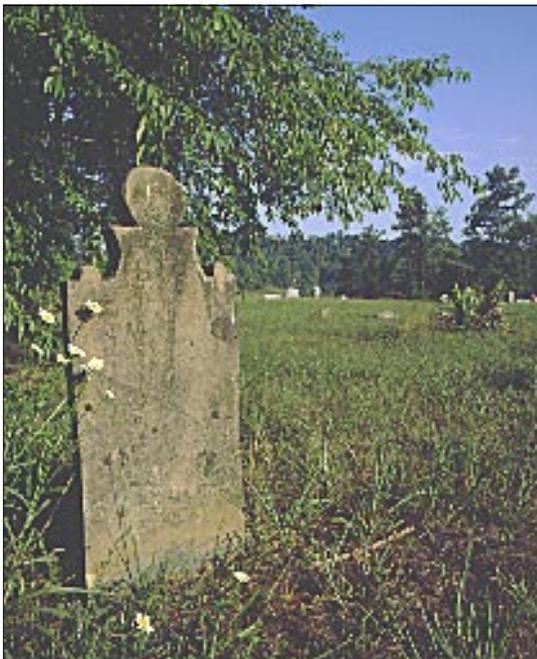
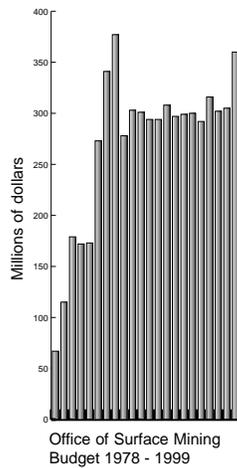




This reclaimed Kentucky coal mine is difficult to distinguish from the surrounding countryside. The site was mined and reclaimed by a small, family-owned company that operates under the Small Operator Assistance Program. During mining, special care prevented any off-site impacts, and by working closely with the landowners, the ponds and other features became an integral part of the long-term agricultural postmining land use. This is mining and reclamation as envisioned by the architects of the Surface Mining Law, and it's an outstanding model for all active mine operations in the country.

FINANCIAL
MANAGEMENT

and Executive
Direction and
Administration



▲ Small cemeteries are common on mine sites and the Surface Mining Law protects them. At this Kentucky mine site, the cemetery was mined around and when reclamation was complete it was integrated into the landscape just as it was before mining.

Office of Surface Mining financial management consists of three program activities: fee compliance, grants management, and revenue management. Fee compliance covers the collection, accounting, audit, and investment of abandoned mine reclamation fees. Grants management includes accounting for and reporting on grants awarded to states and tribes for Abandoned Mine Land and regulatory purposes. Revenue management involves the accounting and collection of revenue other than reclamation fees, such as civil penalties assessed under federal citations of mining violations and federal performance bonds forfeited by coal mine permittees.

Budget and Appropriations

The Omnibus Appropriations Act of 1999 (Public Law 105-277) appropriated \$93,078,000 from the General Fund for the Office of Surface Mining's regulation and technology activities (\$1,859,000 less than 1998). In addition, \$185,416,000 was made available for obligation from the Abandoned Mine Reclamation Fund (\$7,792,000 more than 1998). Public Law 106-51 rescinded \$45,500 and \$24,500 from the Regulation/Technology and the Abandoned Mine Land appropriations respectively for the purpose of funding the Emergency Steel Loan Guarantee and Emergency Oil and Gas Guaranteed Loan Act of 1999.

The 1999 Regulation and Technology appropriation included the following provisions:

- Where the Office of Surface Mining is the regulatory authority, proceeds of performance bonds forfeited under Section 509 of the Surface Mining Law can be used to reclaim lands where the mine operator did not meet all the requirements of the Law or

permit. In 1999, six performance bond forfeitures resulted in revenue collections of \$241,000. Obligations of prior- and current-year bond forfeitures amounted to \$35,600 in 1999.

- Federal civil penalties and related interest collected under Section 518 of the Surface Mining Law can be used to reclaim coal mine lands abandoned after August 3, 1977. In 1999, \$99,401 was deposited into the Civil Penalty Fund for reclamation purposes. (An additional \$4,486 was collected in administrative and penalty charges which the Office of Surface Mining is not authorized to use.) During 1999, \$80,242 from this fund was obligated for post-Surface Mining Law reclamation projects.

- State regulatory program grants were funded at \$51,156,000 (\$980,000 more than 1998). These grants are used to fund state regulatory program payroll and other operational costs.

The Abandoned Mine Land appropriation included the following provisions:

- Beginning in 1999, the Office of Surface Mining received authorization to collect and expend donations to support projects under the Appalachian Clean Streams and Western Mine Land Restoration Partnerships Initiatives pursuant to 30 C.F.R. 1231.
- State reclamation grants were funded at \$144,802,677 (\$2,450,677 more than 1998).
- Expenditures up to \$7,000,000 were authorized for supplemental grants to states for the reclamation of abandoned sites with acid mine drainage

TABLE 11: APPROPRIATIONS*

	1999	1998
Regulation & Technology		
Environmental Restoration	\$ 144,000	\$ 144,000
Environmental Protection	70,440,000	69,159,000
Regulatory Grants	[51,156,000]	[50,176,000]
Technology Dev. & Transfer	11,050,000	11,211,000
Financial Management	511,000	501,000
Executive Dir. & Admin	10,887,500	10,759,000
Executive Direction	[2,172,525]	[2,215,000]
Administrative Support	[3,644,975]	[3,683,000]
General Services	[5,070,000]	[4,861,000]
Subtotal:	\$93,032,500	\$91,774,000
Abandoned Mine Reclamation Fund		
Environmental Restoration	\$167,716,784	\$166,107,000
Reclamation Grants	[144,802,677]	[142,352,000]
Environmental Protection	0	0
Technology Dev. & Transfer	5,896,216	3,225,000
Financial Management	5,860,000	5,736,000
Executive Dir. & Admin	5,918,500	5,719,000
Executive Direction	[1,188,935]	[1,177,000]
Administrative Support	[1,997,565]	[1,959,000]
General Services	[2,732,000]	[2,583,000]
Subtotal:	\$185,391,500	\$180,787,000
Transfer **	\$81,766,325	\$32,561,520
Total	\$ 360,190,325	\$ 305,122,520

* The appropriation for both years include reprogramming and rescissions.
 ** United Mine Workers of America Combined Benefit Fund

through the Appalachian Clean Streams Initiative.

- Up to \$18,000,000 was authorized for the emergency program associated with Section 410 of the Surface Mining Law of which no more than 25 percent shall be used for emergency reclamation projects in any one state.
- Federally-administered emergency reclamation project expenditures were limited to \$11,000,000 which was the same amount appropriated in 1998.
- Prior-year unobligated funds appropriated for emergency reclamation programs were not subject to the 25 percent

► Located about 50 miles northeast of Austin, Texas this reclaimed mine land was planted with thousands of tree and shrub seedlings. Today, it is already a diverse wildlife habitat and in the years to come, the native vegetation will continue to grow and enhance this reclaimed landscape.

limitation per state and may be used without fiscal year limitation for emergency projects.

- Up to 20 percent of the funds recovered from delinquent debts were authorized for contracting the collection of other delinquent debts. In 1999, the Office of Surface Mining spent \$112,254 to collect \$6,498,836 in delinquent Abandoned Mine Land fees and audit bills and \$38,054 to collect \$65,637 in Civil Penalty debt.

All appropriations provisions were met.

Abandoned Mine Land Fund Management Fees of 35 cents per ton of surface mined coal, 15 cents per ton of coal mined underground, and 10 cents per ton of lignite are collected from mining operations. The fees are deposited in the Abandoned Mine Reclamation Fund, which is used to pay the

costs of abandoned mine land reclamation projects. The fund consists of fees, contributions, late payment interest, penalties, administrative charges, and interest earned on investment of the fund's principal. From January 30, 1978, when the first fees were paid, through September 30, 1999, the fund collections totaled \$5,456,282,203. For the same period Fund appropriations totaled \$4,012,394,974.

Expenditures from the Fund are made through the regular budgetary and appropriation process. The Surface Mining Law specifies that 50 percent of the reclama-

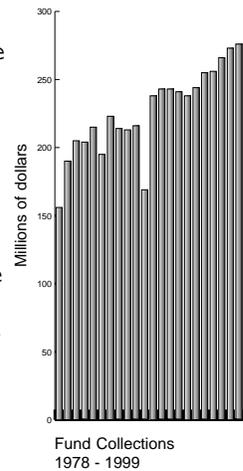


TABLE 12: 1999 ABANDONED MINE LAND FEE COLLECTIONS AND FUNDING

State/Tribe	Collections	State Share Distribution ²	Federal Share Distribution ²	Emergency Distribution ²	Clean Stream Distribution ²	Total Distribution ²
Alabama	\$4,210,789	\$1,510,499	\$1,511,958	\$425,000	\$263,804	\$3,711,261
Alaska	456,905	155,623	1,344,377	25,000	0	1,525,000
Arkansas	14,091	0	1,500,000	13,000	0	1,513,000
Colorado	6,386,700	1,536,904	736,851	0	0	2,273,755
Illinois	6,673,120	2,689,379	5,601,270	621,000	639,235	9,550,884
Indiana	11,597,528	2,938,688	1,823,598	293,344	292,416	5,348,046
Iowa	0	5,591	1,494,409	0	165,644	1,665,644
Kansas	127,011	41,333	1,458,667	460,000	0	1,960,000
Kentucky	32,379,713	10,165,843	5,489,599	0	628,976	16,284,418
Louisiana	300,992	94,912	0	0	0	94,912
Maryland	723,357	205,622	1,294,378	0	157,657	1,657,657
Missouri	115,965	114,985	1,385,015	49,771	164,785	1,714,556
Montana	12,236,164	3,490,344	0	125,000	0	3,615,344
New Mexico	6,257,183	1,424,983	179,139	0	0	1,604,122
North Dakota	3,075,543	880,704	619,296	50,000	0	1,550,000
Ohio	6,097,469	2,032,967	3,433,651	2,100,000	440,230	8,006,848
Oklahoma	506,187	175,615	1,324,385	40,000	0	1,540,000
Pennsylvania	30,116,282	3,937,776	18,106,085	0	1,787,239	23,831,100
Tennessee	737,607	0	0	0	0	0
Texas	5,370,949	1,555,907	0	0	0	1,555,907
Utah	3,892,440	1,028,768	491,549	0	0	1,520,317
Virginia	6,268,901	2,133,560	1,684,930	1,000,000	279,687	5,098,177
Washington	1,518,208	0	0	0	0	0
West Virginia ³	19,123,551	9,725,866	10,405,943	1,071,885	1,080,327	22,284,021
Wyoming	108,468,449	23,815,989	0	0	0	23,815,989
Crow Tribe	1,907,130	523,831	0	0	0	523,831
Hopi Tribe	1,227,137	400,444	0	0	0	400,444
Navajo Tribe	6,791,861	2,606,767	0	0	0	2,606,767
Total	\$276,581,232¹	\$73,192,900	\$59,885,100	\$6,274,000	\$5,900,000	\$145,252,000

- The collections total also does not include federal collections of \$93,174 paid to OSM which are not attributable to any state or tribal entity.
- The term "Distribution" is now used instead of "Allocation." Allocation refers to the "pooling" of monies collected for the AML Fund. State and Federal share distribution amounts are based on formulas and parameters provided annually by the Assistant Director, Program Support. The emergency program distribution amounts are based on estimates provided by the states and approved by the Deputy Director.
- The State of West Virginia received an additional \$3,565,872 from an account that was recovered from prior years and carried forward for future emergency needs. West Virginia's total emergency funding is \$4,637,757.

tion fees collected in each state with an approved reclamation program, or within Indian lands where the tribe has an approved reclamation program, are to be allocated to that state or tribe. This 50 percent is designated as the state or tribal share of the fund. The remaining 50 percent (the federal share) is used by the Office of Surface Mining to complete high priority and emergency projects under its Federal Reclamation Program, to fund the Small Operator Assistance Program, to fund additional projects directly through state reclamation programs, and to pay collection, audit, and administrative costs. In 1991, at the direction

of Congress, a formula to distribute federal-share money to the state reclamation programs was established based on historic coal production. Table 12 shows collections and funding by states.

The Abandoned Mine Reclamation Act of 1990 (Public Law 101-508) extended fee collection authority through September 30, 1995; the Energy Policy Act of 1992 (Public Law 102-486) further extended fee collection authority until September 30, 2004, after which the fee will be established at a rate to provide funds for the United Mine Workers Combined Benefit Fund.

In 1992, under authority of Public Law 101-508, the Office of Surface Mining began investing unappropriated abandoned mine land funds. To prevent the reduction of principal, the Office of Surface Mining invests only in treasury bills, the safest treasury securities offered.

Beginning in 1996, under a requirement of the Energy Policy Act of 1992 (Public Law 102-486) the Office of Surface Mining began an annual transfer from the investment interest earned to the United Mine Workers of America Combined Benefit Fund. This cash transfer is used to pay for anticipated health benefits of mine workers and their beneficiaries. If, after a typical two-year cycle, the amount of the transfer was greater or less than the actual health benefits, an adjustment is made to the next transfer. A June 1998, U.S. Supreme Court decision effectively increased the number of beneficiaries covered by the United Mine Workers of America Combined Benefit Fund. The

TABLE 13: ABANDONED MINE LAND FUND STATUS

	CASH BASIS	
	1999	1998
Balance, Start of Year	\$1,638,718,075	\$1,526,022,407
Plus		
Transfer from R & T Account - PL 105-174	\$0	\$3,163,000
Fees, debts, and interest collected	276,674,406	273,038,560
Interest earned on investments	82,830,155	67,031,208
Total Earnings	\$359,504,561	\$343,232,768
Less		
Disbursements	\$180,530,354	\$197,975,580
Transfers to the United Mine Workers	81,766,325	32,561,520
Total Disbursements and Transfers	\$262,296,679	\$230,537,100
Balance, End of the Year	\$1,735,925,957	\$1,638,718,075

TABLE 14: 1999 COLLECTIONS MANAGEMENT

Category	Collections	Balance Owed
AML Fees	\$276,674,406	\$17,507,387
Civil Penalties	103,887	11,372,058
Administrative	0	0
Total	\$276,778,293	\$28,879,445

1999 annual payment was \$47.5 million for 19,663 beneficiaries. An additional \$34.2 million prior-year adjustment resulted in a total payment of \$81.8 million. Table 13 summarizes investments for the past two years.

The Surface Mining Law requires active coal mining companies to report coal tonnage and pay abandoned mine reclamation fees. The Office of Surface Mining ensures mine operators fully comply with the fee provisions by

collecting Abandoned Mine Land fees from coal companies through voluntary reporting, audit, and debt collection. The primary goal for fee compliance is to achieve a high rate of compliance. In 1999 the overall compliance rate was 99 percent, which resulted in \$276.6 million in revenue for the Fund. To achieve this rate of success, it is necessary to:

- track all mines that have the potential of producing coal,
- provide coal mine operators with the information and assistance needed to comply, and
- conduct a comprehensive audit program.

Experience has shown that helping the industry achieve compliance reduces the need for additional regulatory resources. To assist in compliance, the Office of Surface Mining mails preprinted forms to all active companies and provides guidance by phone and mail. Because of factors beyond the Office of Surface Mining's control, such as company financial difficulties and errors, some non-payment and non-reporting will probably always be present. When such instances of non-compliance are found, auditors and collection staff explain each issue and how similar occurrences can be avoided in the future. The high compliance rate can be attributed to this proactive cooperative approach, and the overall efficiency of the collection and audit activities. The last Inspector General report on the fee compliance program concluded that the program, including both fee collection and audit activities, was operated efficiently and effectively.

▼ This is an important archaeological site where the James Sawyers Wagon Road Expedition camped and dug rifle pits to protect against a possible raid by Sioux and Northern Cheyenne Tribes. The company enhanced required mitigation by involving the public, providing education, and working with the local museum. The required process achieved mitigation and enhanced public awareness.



When unpaid reclamation fees are identified, or civil penalties are assessed for mine site violations, the Office of Surface Mining takes appropriate collection actions. Delinquent debt information is retained in the Applicant Violator System. When necessary, and after all of the agency debt collection avenues have been exhausted, delinquent accounts are referred to the Department of Treasury for additional collection efforts, or to the Interior Department's Solicitor's Office for appropriate legal action or bankruptcy proceedings. Of the \$28.9 million 1999 year-end balance, \$14.5 million (50 percent) is principal. The remainder represents interest, late payment penalties, and administrative charges on unpaid balances. The Office of Surface Mining has referred \$26.2 million of this amount to the Office of the Solicitor for legal action, \$8.6 million under bankruptcies, and \$17.6 million for litigation.



▲ The company was dedicated to preserving the site's historical integrity. Public access to archaeological excavations is rarely available. However, at this site local citizens participated in the work. Today, the artifacts are on display at the local museum.

Another \$1.4 million has been referred to the Department of Treasury for legal action, and the remaining \$1.3 million is being pursued internally by the Office of Surface Mining. Table 14 shows 1999 collections and year-end debt balances.

Financial Systems: Electronic

Improvements

The Office of Surface Mining is pursuing the following initiatives to improve its financial and administrative management. Added improvements in 1999 include:

■ Financial Statements/ Accounting Standards

The managerial cost accounting standard has been fully implemented. Cost accounting reports are being produced, compilation of the financial statements has been streamlined, and a system of automated checks to simplify the quality assurance process created.

■ Financial Management Systems

In December 1998, a sub-system for processing the integrated

credit card centrally-billed transactions was implemented. The cardholder inputs transactions which are matched against the invoice download from the Bank of America to allow next-day payment of the invoice. All non-matched charges are automatically paid to default accounts. The module which is fully integrated with the administrative accounting system allows for up to ten default accounts and permits the cardholder to adjust the accounting information at anytime. Reports produced by the system include showing all the purchases by office, purchase by cardholder, and detailed accounting information by purchase and cardholder.

The Management Accounting and Performance System (MAPS) was enhanced during 1999. This system is an online reporting tool that utilizes the administrative accounting system as a data source. It provides decision makers with information regarding the status of funds, labor and payroll, grant, and personnel management information. The 1999 work involved enhancing quality controls, system availability, and increasing the user base. In addition, a report library was developed to ease data access to recurring information requests. During 2000, Office of Surface Mining plans to use the system to generate quarterly Government Performance and Results Act/managerial cost accounting reports. Other planned enhancements include increasing the number of "canned" reports in the report library and enlarging the physical size of the data warehouse to accommodate future data.

■ Electronic Data

Interchange Pilot Project
A pilot project is being developed for the electronic transmission of information on the OSM-1 form (Coal Reclamation Fee Report). This information is currently

submitted on paper by all reporting coal companies. The information provided on the OSM-1 form determines the quarterly Abandoned Mine Land reclamation fees that are due.

Information obtained from coal companies participating in the pilot project will not differ in content from what is currently collected. The intent of the pilot project is to reduce reliance on paper, increase efficiency, and give coal operators a convenient electronic alternative for reporting OSM-1 information. Work began on a prototype in 1999 and the pilot project will begin in 2000.

In addition, use of a credit card collection program will be reviewed in 2000. This may increase customer satisfaction by allowing a more convenient method of payment.

■ Payments and Business Methods

Prompt Payment Act interest was reduced from 1.2% at the start of 1999 to a cumulative rate of .95% in June 1999.

An aggressive policy to comply with the Electronic Funds Transfer provisions of the Debt Collection Improvement Act of 1996 was implemented and during 1999, vendor compliance increased from 62.6% to 81.9% and travel (misc.) payments from 93.0% to 99.5%.

Audited Financial Statements

Since 1990, the Office of Surface Mining has prepared an Annual Financial Statement after the close of each fiscal year, as required by the Chief Financial Officers Act of 1990 (Public Law 101-576). The statements are audited by the Department of the Interior's Office of Inspector General to ensure that financial results are fairly stated and conform with

► Abandoned mine openings, such as this one in Maryland, are extremely dangerous. This example is typical of openings where underground coal mining has taken place. In addition to the dangers, acid mine drainage flows from many of these openings.

generally-accepted accounting principles for federal agencies. The 1999 opinion is on page 71.

Information Technology

The Office of Surface Mining uses information technology to be more efficient, support program functions, and provide better information access for other federal agencies, coal industry, states, tribes, and the public. A telecommunications network is maintained to electronically transmit and receive information from sources both inside and outside of the agency.

During 1999, improved safeguards and increased security of automated systems has been implemented. With increased security threats from both internal and external sources, a security directive was developed and risk assessments conducted for automated systems. This ensures that any security weaknesses in automated systems are identified and removed.

The expansion and improvement of the Wide Area Network continued. This expanded network provides improved telecommunications support to accommodate the increased volume of electronic transactions. Both public and private sources connecting to the Office of Surface Mining via the Internet benefit from the increased processing speed of the expanded network.

Conversion of all mission critical automated systems for the Year 2000 systems compliance has been completed. This major agency-wide project has ensured that all mission critical automated systems will process correctly at Year 2000 and beyond.



Human Resources Management

In support of the recruitment and merit staffing program, an automated recruitment, rating, and ranking system was purchased. This system is designed to dramatically reduce the time and resources needed to determine highly-qualified applicants for virtually any position. The system will be Web based allowing applicants to apply on line, and will provide a list of eligible candidates almost immediately after a vacancy has closed. The system will also provide historical information concerning applicant pools and responses so that successful and unsuccessful recruitment efforts can be measured.

"HRManager" was implemented during 1999 to help create job descriptions, classify positions, do job analysis, and create crediting plans. Use of this software is expected to reduce the time it takes to create a position description by about 50 percent and the

time for job analysis by about 75 percent.

In 1998 an electronic Official Personnel Folder was developed. During 1999, it was extended so employees, using the wide area network, could review their personnel data from their workstations.

As part of the Succession Planning process a national survey of all employees was completed to determine workload and workforce analysis. Participation in the survey exceeded 95 percent. Using this data, projected retirement dates, the skill levels of current employees, the skills required for future employees, and workload requirements for the present and future will be determined.

Personnel policy guidance to the Bureau of Indian Affairs continued in 1999, as well as operational services to the Washington, D.C. offices.

A great number of retirement calculations were completed and counseling sessions held as employees made their decisions on whether to switch from Civil Service Retirement System (CSRS) to Federal Employees Retirement System (FERS) during the Open Season. In the end, four employees decided to switch to the Federal Employees Retirement System. Also during the year, 660 records were reviewed for retirement coding errors. Three errors were identified and resolved.

During 1999, Quality of Worklife Seminars on income tax preparation, eldercare, latch-key kids, win-win communication, conflict

resolution, and stress management were presented. As part of the Interior Department's 150th year anniversary, the Unsung Hero Awards program was successfully begun.

Recruitment efforts during 1999 were very successful in providing a diverse pool of applicants from which minorities and women could be chosen. The result was improvements in all areas of minority recruitment, retention, and promotion. In addition, as part of the summer hire program the first two persons with disabilities were hired. Historically black colleges and universities were aggressively contacted for applications, and the Federal Employee

Pay Comparability Act was used to retain and recruit high quality persons.

Monitoring Potential Conflicts of Interest Sections 201(f) and 517(g) of the Surface Mining Law prohibits any federal or state employee "performing any function or duty under this Act" from having "direct or indirect financial interests in underground or surface coal mining operations." The Office of Surface Mining monitors compliance to prevent conflicts with an employee's official duties. In 1998⁴, 648 Office of Surface Mining, 1,211 other federal, and 2,873 state employees filed financial disclosure statements. Four violations were identified and resolved by the Head of the State regulatory authority.

▼ It's easy to question if this was ever a coal mine. At this Kentucky site the operator mined and reclaimed this small farm and within a short time it was returned to the premining landuse without any environmental impact. Today, reclamation such as this is becoming common practice--a distinct difference from the years before the Surface Mining Law was passed.



Labor-Management Partnership

The Office of Surface Mining maintains two labor-management partnerships, created in response to Executive Order 1287. The first was established in 1994 at Washington, D.C., headquarters with the National Federation of Federal Employees, Local 1993. Since June 1995, Local 2148 of the National Federation of Federal Employees and the Albuquerque Field Office have also maintained a partnership.

There are three other exclusive recognitions, although partnerships have not yet been established. They are located at the Casper Field Office (Wyoming); Lexington Field Office (Kentucky); and Division of Compliance Management-Region II (Lexington, Kentucky). The Office of Surface Mining, under a Memorandum of Agreement with the Bureau of Indian Affairs, continues to provide labor

4. 1998 data are reported here, 1999 federal statistics will not be available until January 2000, and state statistics until February 2000.



▲ All forms of coal mining are regulated under the Surface Mining Law. This Missouri dredge operation, although very unlike the typical surface mine, must prevent environmental damage during mining and reclaim the site when the operation is complete. The mine operator at this site is recovering coal that was considered refuse at a near-by coal washing facility.

relations support throughout the Bureau of Indian Affairs. On June 11, 1999 there was an election to determine whether employees would continue to be represented by the National Federation of Federal Employees or the Indian Education Federation. The Indian Education Federation won the election. The National Federation of Federal Employees filed exceptions to the election resulting in an investigation by the Federal Labor Relations Authority. Therefore, the National Federation of Federal Employees will continue to be the exclusive representative until a decision is reached by the Federal Labor Relations Authority.

Equal Opportunity
The Office of Surface Mining is in its second year of implementing its Strategic Plan for Improving Diversity. The Diversity Plan is designed to address the recruitment of women, minorities, persons with disabilities, reasonable accommodation issues, employee development, retention, zero tolerance of discrimination, quality of work life, management training and accountability. Although, there is much work still to be done in attaining a diverse workforce, 1999 was another successful year.

The Office of Surface Mining hired 36 new employees during 1999. These new employees included 20 (55.5%) women and 10

(27.2%) minorities. However, improving diversity through internal actions resulted in the most significant gains. For example, there were 81 promotions during 1999, women and minorities received 67 (82.7 percent) of the promotions. It is also significant that minorities and women received 15 of the 22 promotions at the GS-13 & 14 grade levels.

This year for the first time, the retention bonus authority was used to retain a highly-productive African American male. Additionally, recruitment and position management procedures were developed that must be followed when recruiting for a vacant position. The procedures allow Personnel and Equal Employment Opportunity staffs to explore, with the manager, the recruitment method most likely to determine the grade level and a diverse applicant pool for each recruitment.

Training was provided in the prevention of Sexual Harassment and Diversity, which included the new guidance in the area of Sexual Orientation.

During 1999, 13 discrimination complaints were filed against the Office of Surface Mining. This was a decrease of two complaints over the previous year and the second consecutive year that the number of complaints filed has decreased. At the end of the year, there were 30 complaints being processed, which include 23 complaints pending hearings by the Equal Opportunity Commission and/or Final Agency Decisions to be issued by the Department of the Interior, Office for Equal Opportunity. The year ended with no backlogged complaints.

▶ Not all reclaimed mine sites are farmland or forest. This reclaimed Pennsylvania site is now a golf course.

Goal 4. Better Operations: Improve the Office of Surface Mining's operations through a more effective and efficient management of human and fiscal resources to facilitate reclamation of abandoned mine lands in order to protect the environment, people and property, during and after mining.

Performance Measure	1998 Actual	1999 Plan	1999 Actual
Abandoned Mine Land fee compliance rate as measured by:			
the percent of permits reporting, and	99.4%	99%	99.6%
the percent of tons accurately reported.	98.0%	99%	99.1%

The fee compliance rate is used as the key measure for this goal because of its significance in the implementation of the Surface Mining Law. The Office of Surface Mining annually collects more than \$270 million into the Abandoned Mine Reclamation Fund, which is used to finance the Abandoned Mine Land Program. Over the years, the coal industry and Office of Surface Mining have gradually improved compliance with the Surface Mining Law's quarterly tonnage reporting requirements. For 1999, the compliance rate was more than 99 percent. Work will continue with the industry to ensure the companies have a complete understanding of all reclamation fee requirements, and that the high level of compliance is maintained.

