

The President of the United States takes pleasure in presenting the  
MERITORIOUS SERVICE MEDAL to

CHIEF WARRANT OFFICER 2 ALBERT R. RENTERIA

UNITED STATES MARINE CORPS

for service as set forth in the following

CITATION:

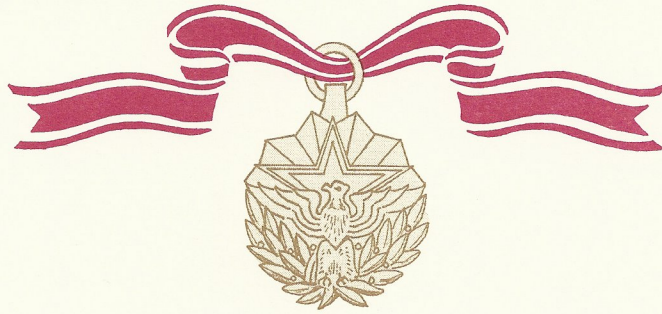
For outstanding meritorious service while serving as Officer in Charge, Manpower Management Section, 1st Force Service Support Group in the Kingdom of Saudi Arabia during Operations Desert Shield/Desert Storm and Personnel officer, 1st Force Service Support Group, Marine Forces Pacific from December 1990 to May 1992. Chief Warrant Officer Renteria proved to be invaluable in organizing the 1st Force Service Support Group's personnel assets and designing its complex structure and task organized units. He personally designed a network of computers that were capable of instantaneous retrieval of valuable data on 14,000 Marines and Sailors and coordinated every aspect of the 1st Force Service Support Group's massive and rapid retrograde of personnel from Southwest Asia. Additionally, he was responsible for the assignment of over 2,500 inbound Marines to 11 separate organizations within the command, balancing myriad requirements against the limited resources available to provide the utilizations of personnel. Chief Warrant Officer Renteria's untiring efforts to carry out the duties of his demanding tasks with unfailing good judgment, effectiveness and total devotion to duty were in keeping with the highest traditions of the Marine Corps and United States Naval Service.

For the President,

H.C. STACKPOLE III

LIEUTENANT GENERAL, U.S. MARINE CORPS  
COMMANDER, MARINE FORCES PACIFIC





The President of the United States takes pleasure in presenting the  
MERITORIOUS SERVICE MEDAL (Gold Star In Lieu of Second Award) to

CHIEF WARRANT OFFICER 4 ALBERT R. RENTERIA

UNITED STATES MARINE CORPS

For outstanding meritorious service while serving as Senior Analyst, Marine Corps Administrative Team-West Coast, Marine Corps Base, Camp Pendleton, California from August 1998 to January 2000. Throughout this period, Chief Warrant Officer 4 Renteria consistently performed his duties in an exemplary and highly professional manner. Participating in more than 120 formal analyses and mobile training visits for both active and reserve organizations throughout the Western United States, Alaska, Hawaii, and the Western Pacific, his outstanding leadership and tireless devotion to duty produced profound and tangible benefits for both Marine Corps administrative and disbursing personnel. His administrative acumen and foresight were instrumental in changing the Marine Corps Administrative Analysis Team analysis process and shifting its focus from simply inspecting and detecting errors, to a comprehensive training package and follow-up appraisal. His desire to better things led to his charter membership on the Marine Corps Total Force Administrative System Steering Group, where he was able to contribute to new innovations, taking Marine Corps Administration into the 21<sup>st</sup> century. His overall efforts resulted in increased command effectiveness rates, improved administrative performance, and reduced mispayments to the Marines of the units that he analyzed. His unique abilities and understanding of administrative regulations and procedures cast him into a leadership role, and contributed significantly to the accomplishment of the team's mission. His superior performance during this tour is the hallmark of a career devoted to accomplishing broad and diverse tasks, highlighting the culmination of 25 years of honorable and dedicated Marine Corps service. Chief Warrant Officer 4 Renteria's untiring efforts to carry out his demanding tasks with unfailing good judgment, effectiveness, and total devotion to duty were in keeping with the highest traditions of the Marine Corps and the United States Naval Service.

For the President,

A handwritten signature in black ink that reads "Frank Libutti".

FRANK LIBUTTI  
LIEUTENANT GENERAL, U.S. MARINE CORPS  
COMMANDER, MARINE FORCES PACIFIC



The President of the United States takes pleasure in presenting the MERITORIOUS SERVICE MEDAL to

CHIEF WARRANT OFFICER-2

ALBERT ROBERT RENTERIA

UNITED STATES MARINE CORPS

for service as set forth in the following  
CITATION:

"For meritorious service while serving as Officer in Charge, Manpower Management Section, 1st Force Service Support Group in the Kingdom of Saudi Arabia during Operations Desert Shield and Desert Storm and Personnel Officer, 1st Force Service Support Group, Fleet Marine Force, Pacific from 16 December 1990 to 11 May 1992. During this period, Chief Warrant Officer-2 Renteria proved to be invaluable in organizing the 1st Force Service Support Group's personnel assets and designing its unique and highly complex structure and task organized units. He personally designed a network of computers that were capable of instantaneous retrieval of valuable data on 14,000 Marines and Sailors throughout the area of operations. Chief Warrant Officer-2 Renteria coordinated every aspect of the 1st Force Service Support Group's massive and rapid retrograde of personnel from Southwest Asia. While serving as the Personnel Officer, he was responsible for the assignment of over 2,500 inbound Marines to 11 separate organizations within the command, balancing the myriad of requirements against the limited resources available to provide for the most effective utilization of personnel. By his exceptional professional ability, initiative and total dedication to duty, Chief Warrant Officer-2 Renteria reflected great credit upon himself and upheld the highest traditions of the Marine Corps and the United States Naval Service."

For the President,



## SUMMARY OF ACTION

Chief Warrant Officer 2 Renteria is enthusiastically recommended for award of the Meritorious Service Medal for sustained, exceptionally superior performance of his demanding duties while serving in a variety of billets and locations as a member of the 1st Force Service Support Group (1st FSSG) from 16 December 1990 to 11 May 1992.

Chief Warrant Officer 2 Renteria is a tremendously capable and talented Marine administrator. He skillfully employed those attributes to improve, then maintain, the 1st FSSG's administrative posture during some of the most tumultuous periods in our Corps recent history. From 16 December 1990 to 15 April 1991, Chief Warrant Officer 2 Renteria consistently performed his duties as Officer in Charge, Manpower Management Section, 1st FSSG in a superior and professional manner. His abilities and technical expertise extended far beyond that of his contemporaries. His personal and professional knowledge was superb as he managed time and resources with exceptional skill and accuracy. He frequently reacted to last minute requirements and personnel actions in order to support the mission. His hardwork and diligent efforts significantly contributed to the overwhelming success of Operations Desert Shield and Desert Storm. The following specific accomplishments are offered:

-- His advanced technical knowledge of computer applications in an administrative and deployed environment proved to be invaluable when organizing personnel assets and designing the structure of the 1st FSSG's unique and highly complex and intricate task organized units.

-- Designed a computer module by merging DBASE III and the Unit Commanders Personnel System (UCPS). Speed, accuracy, and immediate recall of personnel information was put at the fingertips of the clerks and supervisors that managed the System.

-- Through his unsurpassed literacy of programming and data processing, he maximized the use of micro-computers by designing a network of computers capable of instantaneous retrieval of valuable information on any 1st FSSG Marine or Sailor. As the tactical and logistical scenario unfolded, this data was needed ASAP to keep up with the ever changing battle plan.

-- Sorted and accumulated statistical data and information on a reoccurring and on-demand basis to ensure that wartime manpower levels were maintained.

-- Installed a comprehensive and detailed management system which ensured the strict accountability of all personnel, e. g., medical evacuation, emergency leave, humanitarian attachments and other individuals in a variety of miscellaneous categories.

-- Combat Service Support Elements, General Support Groups, and Direct Support Groups were virtually created overnight largely



due to the information and valuable data that the computers could provide on a moments notice.

-- System management within the Joint Uniform Military Pay System and Manpower Management System (JUMPS/MMS) is not configured to respond promptly or efficiently while in a deployed environment where there is no permanent base of operations. However, through creative and innovative brain-storming, Chief Warrant Officer 2 Renteria was able to circumvent the built-in barriers and tap the innermost core of JUMPS/MMS. As a result, Chief Warrant Officer 2 Renteria was able to withdraw critical information which aided in the accountability of over 14,000 Marines and Sailors.

-- Prepared professional and detailed graphs and charts for high level briefs, official documents, handouts, etc., that were clearly pictured and easily understood.

-- Having continuous contact with every Adjutant, Personnel Officer, Sergeant Major and First Sergeant, he established a reputation of reliability and credibility.

-- Communications networks such as Local Area Network, Electronic Mail System, facsimile, etc., were used frequently between higher headquarters and subordinate units. This viable communications link facilitated the rapid and accurate passing of information, thereby enhancing our ability to respond to any situation regardless of the magnitude.

-- At his personal direction, hundreds of Group Orders were prepared which directed the assignment and reassignment of thousands of people. He then ensured timely compliance negating the after-the-fact need for modification saving the Marine Corps time, money and Manpower resource.

-- At the conclusion of combat operations, he supervised in perfect fashion the massive and rapid retrograde of the 1st FSSG from South West Asia to include all elements, both active duty and reserve, to include elements throughout the Continental United States, Hawaii and Okinawa.

Upon return from Operation Desert Storm Chief Warrant Officer 2 Renteria was assigned as the Group Personnel Officer, a billet normally held by a captain/major. His performance during this important rebuilding/reorganizing time was nothing short of spectacular. Some of his more significant accomplishments are as follows.

-- Developed and implemented Marine Integrated Personnel System (MIPS) within the 1st FSSG. Worked with Marine Corps Combat Development Command and Marine Corps Consolidated Data Processing Activity to provide the Fleet Marine Force requirements, with particular emphasis on the higher headquarters requirements for MIPS during its development. Coordinated its implementation within the FSSG, directed the efforts of the Administration Assistance Team towards making MIPS available down to the company level.



-- Supervised, educated, and sold widespread use of automated data processing equipment (ADPE) throughout the 1st FSSG. A strong advocate of automation, he was continuously seeking more efficient ways of taking care of business. As such, he became involved in the procurement of ADPE to meet the needs of all administrators, educated personnel from throughout the FSSG on ADPE - its applications, various adaptations, software availability, and more efficient means of managing data to better support our Marines.

-- As a Personnel Officer, his first concern was for that of the individual Marine. He was a champion of taking care of our Marines, making sure that the assignment of Marines was accomplished in a reasonable manner with sufficient leadtime for the individual to accomplish an orderly transition from one billet, battalion, command to another with the least amount of turmoil to the Marine and the command.

-- He developed and streamlined office procedures to ensure all Marines were aware of not only the part they had to play in accomplishing the mission but also their counterparts and section heads. This cross-training and education process served to provide less turnover time on losses of personnel within the section but also kept the lines of communication going when everyone understands what the "other guy" needs to do business. His leadership also ensured that our Marines were well rounded and suitably versed in the requirements of their Military Occupational Specialty rather than tunnel vision that develops from doing just one job.

-- When problem was identified it was solved. Problems encountered covering a myriad of personnel administrative matters always evoked a concise, knowledgeable, professional solution. An active participant in the internal machinations of administration within the command, he kept his fingers on the pulse and rarely was surprised by personnel problems.

-- Responsible for directing over 8,000 (8142 to be exact) personnel assignment/classification actions in a 12 month period to include Permanent Change of Station Orders/Permanent Change of Assignment Orders/Discharge/Transferred to Fleet Marine Corps Reserve/Retired List/Apellate Leave/Temporary Disability Retired List.

-- Responsible for the issuance of over 5000 sets of Temporary Additional Duty Orders in the past 12 month period, not to mention a plethora of modifications and cancellations.

-- Responsible for the assignment of over 2500 inbound Marines to 11 separate organizations within the command, balancing the myriad of requirements against the limited resources available to provide for the most effective utilization of personnel. He developed and fine tuned a comprehensive data base to monitor the equitable distribution of personnel and to identify, when necessary, valid shortages that required Headquarters Marine Corps assistance to provide requisite personnel.



-- Helped to develop, with the Information Systems Management Office, a Table of Organization (T/O) program to assist commanders in developing their T/O's for the next five years in concert with the Marine Corps Force Reduction Plan. This program provides great utility for all commanders and reduces paperwork by providing for digital consolidation of higher headquarters, thus reducing manhours immeasurably. The results of his efforts are still being reaped to this day.

Chief Warrant Officer-2 Renteria's superior performance of duty during while a member of the 1st FSSG was truly exceptional. His professionalism and maturity influenced actions that had a long-standing positive effect on personnel staffing and the overall structure of the FSSG. His determination and drive set the example for all others to follow. One of the "Best and Brightest" in his occupational field, he played a key role in the daily functions of the G-1 and contributed to the overall success of the FSSG. He is eminently deserving of this award.