



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE DEPARTMENT 472
FORT KNOX, KY 40122-5407

AHRC-PDV-PE

24 November 2015

MEMORANDUM FOR United States Army, Promotion Work Centers (PWCs)

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 December 2015 and Junior Enlisted Issues for the Active Army (AA).

1. **References:** AR 600-8-19, Enlisted Promotions and Reductions - Published on 2 February 2015, effective date of 2 March 2015.
2. **Work Analysis and Integration.**
 - a. **Purpose:** To reinforce current procedures concerning the above subject.
 - b. **Function:** Enlisted Promotions and Reductions.
 - c. **Task:** Process monthly Headquarters Department of the Army (HQDA) promotion point cutoff scores and enlisted promotion issues.
3. Eligible Soldiers who meet the following criteria may appear before a promotion board between 20 October 2015 through 4 November 2015 as follows:
 - a. To Staff Sergeant (SSG) **primary** zone: Sergeant (SGT) with minimum 71 months time in service (TIS) and 9 months time in grade (TIG).
 - b. To SSG **secondary** zone: SGT with minimum 47 months TIS and 6 months TIG.
 - c. To SGT **primary** zone: Corporal (CPL)/Specialist (SPC) with minimum 35 months TIS and 7 months TIG.
 - d. To SGT **secondary** zone: CPL/SPC with minimum 17 months TIS and 5 months TIG.
 - e. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-1.
4. Soldiers who are otherwise eligible and held recommended list status as of 20 October 2015 through 8 November 2015 and who meet or exceed the cutoff score as they appear beginning on page 4, and the criteria listed below, may be promoted effective 1 December 2015 as follows:
 - a. To SSG **primary** zone: SGT with 72 months TIS and 10 months TIG.
 - b. To SSG **secondary** zone: SGT with minimum 48 TIS and 7 months TIG.
 - c. To SGT **primary** zone: CPL/SPC with 36 months TIS and 8 months TIG.
 - d. To SGT **secondary** zone: CPL/SPC with 18 months TIS and 6 months TIG.
 - e. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-3.

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5. **SPC Waiver Information:** The Directorate of Military Personnel Management (DMPM), Army G1 has announced the variable specialist waiver ceiling percentage is 17%, IAW AR 600-8-19, paragraph 2-5h.

BY THE ORDER OF THE SECRETARY OF THE ARMY:

JONATHAN A. URIBE-HUITRON
Sergeant Major, USA
Chief, Enlisted Promotions
Promotions Branch

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REMINDERS/GENERAL INFORMATION:

1. **Select – Train – Educate - Promote (STEP)** - The below memorandums from the Director of Military Personnel Management (DMPM), Army G-1, provides implementation instructions for revisions to Army promotion policy for enlisted Soldiers in the Regular Army, Army National Guard/Army National Guard of the United States and U.S. Army Reserve per Army Directive 2015-31 (Requirements for Noncommissioned Officer Promotions), which is also attached. The changes include redistribution of promotion points to increase health/fitness, reward academic achievement, support the life-long learning concept and college completion, and support attainment of foreign language skills; revised table scores for physical fitness and weapons; and new NCO professional military education course completion as a promotion requirement throughout numerous special promotion categories. Review MILPER Message 15-264.

Secretary of the Army Memorandum, Army Directive 2015-31 (Requirements for Noncommissioned Officer Promotions), 13 Aug 15

DMPM Memo Noncommissioned Officer Promotions under Select, Train, Educate, Promote, 17 Aug 15

2. **New AR 600-8-19**, Enlisted Promotions and Reductions - Published on 2 February 2015 with an effective date of 2 March 2015. To obtain a copy go to <http://www.apd.army.mil/>.

3. **Structured Self Development (SSD)** - Effective promotion board month January 2015, completion of SSD level 2 is required before a SGT attains eligibility for recommendation for promotion to SSG (integration onto the SSG recommended list). Promotable SGTs (already integrated onto the SSG promotion recommended list (PRL)) must complete SSD 2 or Advanced Leader Course Common Core (ALC CC) NLT 8 January 2015 in order to retain their promotion list status. Failure to complete the minimum requirement of SSD 2 will result in automatic promotion list removal.

- a. SSD 1 is required for a SPC/CPL effective 1 January 2014.
- b. SSD 2 is required for a SGT to be integrated onto the SSG PRL.

4. Units throughout the Army are updating Soldiers training records in eMILPO to reflect completion of military resident courses using online training course certificates as the supporting documents. As a result, Soldiers are receiving erroneous promotion points. This issue affects Soldiers getting promoted to SGT and SSG. To receive promotion points for resident military training the courses must be formally listed in ATRRS and in the Soldier's ATRRS records. BDE/BN S1s and MPD personnel must verify that Soldiers attended the resident course by reviewing their ATRRS transcript prior to submitting updates into eMILPO. Any promotion obtained with erroneous documentation will result in an administration reduction.

5. After Soldiers appear on the DA Promotion Selection/By-Name List, unit's are required to ensure that Soldiers (SPC/SGT) have a current record Army Physical Fitness Test (APFT) on the promotion effective date (The date the Soldier met the cutoff score is not the effective date of the promotion), is not flagged, not barred from reenlistment, graduates of SSD 1 for promotion to SGT, SSD 2 and meets service remaining requirements (SRR) for promotion to SSG.

6. **Invalid promotion boards** - Promotion boards must be conducted between the 20th of the month proceeding the board month and no later than the 4th day of the board month. A First Sergeant (E8 or below) as the board president or promotion boards conducted outside of the dates stated will make

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promotion boards invalid. The Junior Enlisted Promotion section will flag all Soldiers appearing on the promotion board proceedings. See AR 600-8-19, paragraph 3-12 d, composition of promotion boards.

7. **Milper Messages** – Unit S1 and MPD personnel and Soldiers should review the following messages: 13-212, 13-289, 13-340, 14-022, 14-196, 14-358, 15-022 & 15-264.

8. **PPW Access** – BDE/BN and MPD personnel that require access to the PPW can submit requests for access using the request memorandum template on the HRC website, (misuse of the PPW will lead to the suspension of the user's account).

<https://www.hrc.army.mil/TAGD/Enlisted%20Selections%20and%20Promotions> Please email your request to usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil with the subject line: "PPW Access".

9. Jr. enlisted promotion inquiries, email usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil.

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2015
CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)**

MOS	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
09L+*	39	40	14	15	1	3	0	1	1	3	0	1
11B	428	434	544	544	232	164	333	329	70	17	7	6
11C	388	471	254	254	46	6	3	5	16	1	3	5
12B	215	226	560	798	17	20	136	52	17	20	3	0
12C*	240	240	14	15	2	2	1	1	2	2	1	1
12D+	39	40	798	798	0	1	0	0	0	1	0	0
12H	NA	NA	798	798	NA	NA	56	8	NA	NA	0	0
12K	798	798	NA	NA	17	0	NA	NA	0	0	NA	NA
12M*	371	418	14	15	7	1	0	1	4	1	0	1
12N	569	798	607	798	173	7	138	27	7	0	5	0
12P+	39	40	521	798	1	0	13	6	1	0	2	0
12R	798	798	NA	NA	20	2	NA	NA	0	0	NA	NA
12T	380	798	798	798	3	1	7	8	1	0	0	0
12W	553	798	NA	NA	37	4	NA	NA	3	0	NA	NA
12Y	551	798	442	442	51	8	22	4	7	0	2	1
13B	389	389	559	798	42	24	153	91	12	6	4	0
13D	550	798	431	442	52	12	7	9	2	0	2	2
13F+	39	40	369	385	22	9	16	16	22	9	6	4
13M+*	39	40	14	15	4	3	0	0	4	3	0	0
13P	411	422	421	421	9	2	7	12	4	1	0	1
13R*	400	798	14	15	16	6	5	1	3	0	5	1
13T	798	798	798	798	3	0	4	2	0	0	0	0
14E	405	420	470	470	42	21	15	20	10	3	4	6
14G	439	798	798	798	19	2	15	20	4	0	0	0
14H+	39	40	397	397	12	1	7	15	12	1	1	6
14S	798	798	798	798	6	1	7	4	0	0	0	0
14T	405	441	419	419	76	16	35	29	25	3	9	6
15B	798	798	798	798	50	5	12	4	0	0	0	0
15D	518	798	798	798	32	11	11	7	1	0	0	0
15E	444	798	798	798	41	1	11	6	7	0	0	0
15F	798	798	798	798	22	4	10	6	0	0	0	0
15G	798	798	798	798	42	7	25	8	0	0	0	0
15H	798	798	584	626	21	7	13	8	0	0	1	1
15J	798	798	798	798	27	1	3	1	0	0	0	0
15N	798	798	798	798	15	3	33	8	0	0	0	0
15P	612	798	798	798	90	10	68	14	6	0	0	0
15Q*	367	455	14	15	29	5	10	2	12	3	10	2
15R	798	798	798	798	44	2	16	14	0	0	0	0
15S	798	798	798	798	4	1	10	1	0	0	0	0
15T	548	798	798	798	204	29	187	32	17	0	0	0
15U	798	798	581	798	81	13	59	20	0	0	2	0
15W*	175	317	14	15	13	2	10	4	13	2	10	4
15Y	555	798	798	798	24	5	1	2	7	0	0	0
17C	798	798	798	798	2	2	10	5	0	0	0	0
18B*	798	798	14	15	0	0	2	4	0	0	2	4
18C	798	798	491	491	0	0	7	33	0	0	3	9
18D	798	798	397	397	0	0	3	12	0	0	1	8

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)**

MOS	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
18E*	798	798	14	15	0	0	4	12	0	0	4	12
19D	512	531	798	798	304	69	348	91	7	2	0	0
19K+	39	40	798	798	14	15	71	44	14	15	0	0
25B	798	798	798	798	547	31	320	37	1	0	0	0
25C	583	798	798	798	44	2	19	17	1	0	0	0
25D*	NA	NA	14	15	NA	NA	1	0	NA	NA	1	0
25E*	798	798	14	15	0	0	0	0	0	0	0	0
25L	558	798	798	798	72	9	80	15	1	0	0	0
25M	798	798	798	798	42	3	21	1	0	0	0	0
25N	675	690	798	798	190	16	83	33	4	1	0	0
25P	459	798	798	798	22	1	39	2	8	0	0	0
25Q	500	526	798	798	118	17	146	59	7	1	0	0
25R	700	798	798	798	48	0	10	3	1	0	0	0
25S	798	798	798	798	241	35	157	32	0	0	0	0
25U	559	798	798	798	297	47	416	33	22	0	0	0
25V	546	798	798	798	24	0	12	7	4	0	0	0
27D	493	527	546	577	38	14	77	23	2	2	2	2
29E+	39	40	798	798	0	0	15	9	0	0	0	0
31B	488	500	650	798	296	59	489	63	77	11	13	0
31D+	39	40	441	491	2	0	15	12	2	0	10	1
31E	292	798	408	408	7	1	13	18	5	0	1	3
31K	436	436	610	798	2	2	7	0	0	1	1	0
35F	798	798	798	798	234	96	75	130	1	0	0	0
35G+	39	40	371	371	12	2	2	5	12	2	1	3
35L+	39	40	643	648	0	0	112	18	0	0	9	2
35M	798	798	798	798	188	41	91	51	0	0	0	0
35N	477	538	491	498	180	15	103	37	21	3	5	3
35P	798	798	798	798	354	14	116	50	0	0	0	0
35PFR	491	491	798	798	17	3	2	3	1	1	0	0
35PPG	582	798	798	798	11	0	0	0	1	0	0	0
35PRU	302	798	798	798	6	0	0	0	3	0	0	0
35Q	798	798	798	798	0	3	0	1	0	0	0	0
35S	798	798	798	798	23	4	44	9	0	0	0	0
35T	476	553	798	798	6	4	26	6	3	1	0	0
36B	620	798	623	628	56	24	34	12	4	0	3	1
37F+	39	40	636	636	0	0	93	42	0	0	5	2
38B*	NA	NA	14	15	NA	NA	1	3	NA	NA	1	3
42A	629	644	798	798	676	115	739	82	34	2	0	0
42R	591	798	645	645	59	38	149	38	6	0	0	1
46Q+	39	40	798	798	0	0	3	6	0	0	0	0
46R+	39	40	798	798	1	0	30	2	1	0	0	0
51C*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
56M	798	798	798	798	60	4	89	21	0	0	0	0
68A	388	407	615	798	11	6	45	4	9	3	6	0
68B+	39	40	798	798	0	0	5	0	0	0	0	0
68C+	39	40	570	798	12	2	88	8	12	2	6	0
68D	585	798	604	798	44	3	44	4	2	0	2	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)**

MOS	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
68E	664	798	798	798	118	25	104	9	1	0	0	0
68F+	39	40	798	798	1	1	27	2	1	1	0	0
68G	507	798	609	798	26	5	28	2	2	0	1	0
68H	586	798	535	798	18	1	8	0	2	0	1	0
68J	634	798	798	798	61	4	22	3	2	0	0	0
68K	611	798	696	798	142	16	99	12	8	0	1	0
68L+	39	40	798	798	0	0	0	0	0	0	0	0
68M	522	798	506	506	20	1	10	2	3	0	1	1
68N	798	798	798	798	1	0	5	0	0	0	0	0
68P	637	798	718	798	99	12	59	7	5	0	1	0
68Q	798	798	798	798	46	3	49	1	0	0	0	0
68R	556	583	622	798	30	8	61	12	4	2	2	0
68S	798	798	798	798	5	5	33	6	0	0	0	0
68T	507	798	640	798	17	3	30	6	5	0	1	0
68U+	39	40	798	798	1	0	3	1	1	0	0	0
68V+	39	40	622	798	2	0	28	2	2	0	2	0
68W	587	591	798	798	844	192	550	169	22	3	0	0
68X	798	798	798	798	42	19	32	20	0	0	0	0
68Y+	39	40	798	798	0	0	6	1	0	0	0	0
74D	619	619	798	798	98	46	198	61	0	1	0	0
79R	NA	NA	798	798	NA	NA	146	0	NA	NA	0	0
79S	NA	NA	397	397	NA	NA	11	5	NA	NA	11	5
88H	466	480	798	798	24	21	84	13	3	2	0	0
88K	798	798	798	798	17	10	6	6	0	0	0	0
88L	798	798	798	798	11	3	1	1	0	0	0	0
88M	393	404	668	798	81	54	426	97	27	8	5	0
88N	450	450	672	798	13	10	84	21	4	2	2	0
89A	798	798	NA	NA	19	2	NA	NA	0	0	NA	NA
89B	798	798	604	798	43	14	65	21	0	0	2	0
89D	798	798	798	798	320	17	35	31	0	0	0	0
91A+	39	40	357	798	7	0	3	0	7	0	3	0
91B	556	560	712	722	675	71	838	66	81	3	27	1
91C	670	798	798	798	130	9	179	7	5	0	0	0
91D	798	798	798	798	192	18	197	23	0	0	0	0
91E	471	798	798	798	29	13	60	15	8	0	0	0
91F	563	798	798	798	98	1	71	11	2	0	0	0
91G	660	798	NA	NA	9	4	NA	NA	1	0	NA	NA
91H	798	798	798	798	29	0	50	7	0	0	0	0
91J	798	798	NA	NA	100	4	NA	NA	0	0	NA	NA
91L	542	798	647	798	45	1	31	7	5	0	3	0
91M	346	349	798	798	14	5	29	5	6	1	0	0
91P	256	263	359	798	3	1	2	3	3	1	2	0
91S	346	798	536	798	10	7	9	3	3	0	1	0
92A	798	798	749	798	728	87	615	66	0	0	1	0
92F	798	798	784	798	430	41	408	22	0	0	2	0
92G	798	798	798	798	93	26	152	33	0	0	0	0
92L	434	798	563	798	3	0	1	0	1	0	1	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)**

MOS	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
92M	510	798	798	798	41	3	9	4	2	0	0	0
92R	298	298	798	798	3	4	9	3	3	4	0	0
92S	798	798	798	798	31	0	33	0	0	0	0	0
92W	798	798	798	798	33	9	63	7	0	0	0	0
92Y	555	559	659	674	446	89	584	83	49	4	14	1
94A	651	798	798	798	16	1	17	0	2	0	0	0
94D	798	798	798	798	5	2	1	5	0	0	0	0
94E	798	798	798	798	75	6	42	7	0	0	0	0
94F	798	798	798	798	64	9	52	0	0	0	0	0
94H	798	798	798	798	5	1	2	1	0	0	0	0
94M	798	798	798	798	9	0	9	3	0	0	0	0
94P+	39	40	798	798	2	0	0	1	2	0	0	0
94R	798	798	798	798	20	8	16	1	0	0	0	0
94S	798	798	798	798	15	1	4	2	0	0	0	0
94T*	798	798	14	15	0	0	0	0	0	0	0	0
94Y	798	798	679	798	9	0	7	0	0	0	1	0
TOTALS					11377	2012	11418	2791	828	155	238	110

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

1. STAR MOSs

The STAR MOS listing is a management tool. These are MOSs in which more Soldiers may have been promoted on 1 December 2015 if more had been reflected in the Total Army Personnel Database (TAPDB) with an eligible date and promotion point score. Soldiers possessing an MOS listed as a STAR MOS are still required to meet or exceed an announced cutoff score.

SGT

09L, 12D, 12P, 13F, 13M, 19K, 29E, 31D, 35G, 35L, 37F, 46Q, 46R, 68B, 68F, 68L, 68U, 68V, 68Y, 91A

SSG

09L, 12C, 12M, 13M, 13R, 15W, 18B, 18E, 25D, 25E, 38B, 51C, 94T

NOTE: Soldiers holding a STAR MOS should be given a high priority for WLC attendance due to increased promotion potential.

2. PROMOTION QUALIFICATION SGT CLI MOS LIST minimum PDOR must be met.

(BASD used to break ties of PDOR)

MOS	PDOR	BASD	#ELIG	SELECTED
09L	-----	-----	0	0
12D	-----	-----	0	0
12P	20100901	20081015	1	1
13F	20141001	20111108	15	15
13M	20140925	20110225	2	2
14H	20120401	20100608	19	6
19K	20130316	20110316	4	4
29E	-----	-----	0	0

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31D	-----	-----	0	0
35G	20131108	20111108	5	5
35L	-----	-----	0	0
37F	-----	-----	0	0
46Q	-----	-----	0	0
46R	-----	-----	0	0
68B	-----	-----	0	0
68C	20121019	20101019	16	6
68F	20131101	20111101	1	1
68L	-----	-----	0	0
68U	20111101	20100421	1	1
68V	20130901	20110907	2	2
68Y	-----	-----	0	0
91A	20130701	20111003	3	3
94P	20091221	20091019	3	1
TOTALS			72	47

**3. PROMOTION QUALIFICATION SSG CLI MOS LIST minimum PDOR must be met.
(BASD used to break ties of PDOR)**

<u>MOS</u>	<u>PDOR</u>	<u>BASD</u>	<u>#ELIG</u>	<u>SELECTED</u>
09L	-----	-----	0	0
12C	-----	-----	0	0
12M	-----	-----	0	0
13M	-----	-----	0	0
13R	20131201	20040923	3	3
15Q	20140501	20070612	10	8
15W	20140301	20080604	3	3
18B	20110601	20080311	1	1
18E	20140612	20081007	1	1
25D	-----	-----	0	0
25E	-----	-----	0	0
38B	-----	-----	0	0
51C	-----	-----	0	0
94T	-----	-----	0	0
TOTALS			18	16

Note: The BASD does not have to be met by all CLI selectees within an MOS for promotion to SGT/SSG. The BASD is used to break a tie when two or more Soldiers have the same PDOR.

4. TO GRADE E-5

**LINGUIST PROMOTION QUALIFICATION CLI MOS LIST FOR SGT minimum PDOR must be met.
(BASD used to break ties of PDOR)**

<u>MOS</u>	<u>LANGCD</u>	<u>PDOR</u>	<u>BASD</u>	<u>#ELIG</u>	<u>#SELECTED</u>
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There are no CLI/Language combination promotions to SGT for December 2015.

AHRC-PDV-PE

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 December 2015 and Junior Enlisted Issues for the Active Army (AA).

5. TO GRADE E-6

**LINGUIST PROMOTION QUALIFICATION CLI MOS LIST FOR SSG minimum PDOR must be met.
(BASD used to break ties of PDOR)**

<u>MOS</u>	<u>LANGCD</u>	<u>PDOR</u>	<u>BASD</u>	<u>#ELIG</u>	<u>#SELECTED</u>
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There are no CLI/Language combination promotions to SSG for December 2015.