



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

AHRC-PDV-PE

27 October 2015

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

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 November 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 September 2015 through 4 October 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 September 2015 through 8 October 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 November 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 NOVEMBER 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	3	2	1	2	3	2	1	2
11B	346	350	480	480	227	133	301	288	145	55	27	23
11C*	315	340	14	15	46	6	13	3	26	4	13	3
12B	200	200	540	545	36	20	134	51	36	20	11	5
12C*	39	40	14	15	4	0	2	0	4	0	2	0
12D+	39	40	274	274	2	1	0	2	2	1	0	2
12H	NA	NA	798	798	NA	NA	58	9	NA	NA	0	0
12K	798	798	NA	NA	14	0	NA	NA	0	0	NA	NA
12M	440	798	329	329	9	1	0	4	2	0	0	3
12N	562	569	798	798	174	10	130	26	9	2	0	0
12P+	39	40	510	510	1	0	16	7	1	0	5	1
12R	798	798	NA	NA	22	1	NA	NA	0	0	NA	NA
12T	352	569	798	798	5	2	7	5	3	1	0	0
12W	798	798	NA	NA	36	4	NA	NA	0	0	NA	NA
12Y	550	798	413	420	60	5	31	8	15	0	8	5
13B	312	318	541	541	47	31	170	91	34	17	14	3
13D	422	438	415	425	54	15	12	14	13	2	6	7
13F+	39	40	380	380	25	6	13	17	25	6	6	3
13M+*	39	40	14	15	6	1	2	1	6	1	2	1
13P	798	798	393	432	8	2	10	12	0	0	3	1
13R*	391	798	14	15	9	6	5	2	1	0	5	2
13T	580	798	798	798	4	0	4	2	1	0	0	0
14E	417	433	798	798	40	21	13	20	6	1	0	0
14G	441	798	798	798	27	2	15	20	6	0	0	0
14H	256	798	431	446	7	1	9	14	6	0	3	4
14S	798	798	798	798	6	1	7	5	0	0	0	0
14T	453	458	798	798	67	17	28	32	3	2	0	0
15B	798	798	798	798	48	3	9	3	0	0	0	0
15D	504	798	798	798	29	5	8	7	2	0	0	0
15E	457	467	798	798	45	3	11	4	2	1	0	0
15F	798	798	798	798	20	2	7	6	0	0	0	0
15G	798	798	798	798	41	6	23	8	0	0	0	0
15H	798	798	798	798	17	4	13	6	0	0	0	0
15J	798	798	798	798	29	1	3	1	0	0	0	0
15N	798	798	798	798	11	4	31	6	0	0	0	0
15P	630	798	798	798	87	13	66	15	2	0	0	0
15Q	387	798	323	329	39	3	12	5	14	0	9	3
15R	798	798	484	798	23	3	10	12	0	0	2	0
15S	798	798	798	798	4	1	11	2	0	0	0	0
15T	570	597	798	798	192	30	177	35	4	1	0	0
15U	798	798	798	798	70	11	56	20	0	0	0	0
15W*	255	255	14	15	15	8	6	6	12	8	6	6
15Y	798	798	389	798	7	1	6	1	0	0	6	0
17C+	39	40	798	798	15	11	8	3	15	11	0	0
18B*	798	798	14	15	0	0	4	8	0	0	4	8
18C	798	798	530	531	0	0	11	29	0	0	6	3
18D	798	798	393	393	0	0	7	32	0	0	4	25

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING NOVEMBER 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
18E*	798	798	14	15	0	0	4	10	0	0	4	10
19D	498	511	798	798	297	84	335	99	38	4	0	0
19K+	39	40	798	798	14	37	72	41	14	37	0	0
25B	798	798	798	798	544	37	314	42	0	0	0	0
25C	552	798	798	798	48	1	17	19	4	0	0	0
25D*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
25E*	798	798	14	15	0	0	7	0	0	0	7	0
25L	627	798	798	798	68	13	76	17	2	0	0	0
25M	798	798	798	798	43	2	24	1	0	0	0	0
25N	798	798	798	798	191	16	79	38	0	0	0	0
25P	514	520	798	798	30	2	41	4	5	1	0	0
25Q	466	471	798	798	125	17	146	56	20	3	0	0
25R	798	798	798	798	49	0	10	3	0	0	0	0
25S	798	798	798	798	232	38	152	36	0	0	0	0
25U	560	560	798	798	293	45	418	38	12	3	0	0
25V	798	798	798	798	19	1	13	7	0	0	0	0
27D	506	798	561	569	38	11	76	24	4	0	2	1
29E+	39	40	537	798	11	0	16	9	11	0	5	0
31B	506	506	643	798	320	51	506	64	65	10	23	0
31D+	39	40	539	555	2	1	18	12	2	1	3	1
31E+	39	40	399	515	7	4	16	17	7	4	4	1
31K+	39	40	491	798	5	0	8	0	5	0	2	0
35F	517	537	798	798	241	101	65	131	26	7	0	0
35G+	39	40	313	473	9	0	4	3	9	0	4	2
35L	39	40	648	798	0	0	115	17	0	0	9	0
35M	798	798	798	798	182	37	90	50	0	0	0	0
35N	475	477	502	511	193	23	94	44	18	3	4	3
35P	798	798	798	798	225	17	74	41	1	0	0	0
35PCM	798	798	798	798	57	2	16	9	1	0	0	0
35PFR	515	798	798	798	23	4	1	3	7	0	0	0
35PLA	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)	(SEE 35PQB)
35PPG	640	798	798	798	12	0	0	0	1	0	0	0
35PQB	622	798	798	798	55	1	17	7	1	0	0	0
35PRU	343	798	798	798	15	0	0	0	10	0	0	0
35Q+*	39	40	14	15	5	5	3	2	5	5	3	2
35S	798	798	798	798	20	2	44	11	0	0	0	0
35T	336	341	798	798	9	5	28	5	7	4	0	0
36B	620	626	798	798	58	22	32	10	5	1	0	0
37F+	39	40	642	665	1	0	104	43	1	0	14	2
38B*	NA	NA	14	15	NA	NA	5	5	NA	NA	5	5
42A	627	663	798	798	684	108	734	76	36	2	0	0
42R	605	605	798	798	62	39	146	45	1	1	0	0
46Q	39	40	392	798	0	2	5	4	0	2	4	0
46R	39	40	510	798	0	0	30	1	0	0	2	0
51C*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
56M	798	798	798	798	47	7	85	19	0	0	0	0
68A	462	466	659	798	16	9	53	4	7	2	5	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING NOVEMBER 2015

MOS	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
68B	39	40	483	798	0	0	7	0	0	0	1	0
68C+	39	40	573	798	31	4	101	8	31	4	9	0
68D	560	798	594	798	49	6	46	3	6	0	3	0
68E	642	798	652	798	120	24	105	9	10	0	4	0
68F+	39	40	798	798	2	0	29	2	2	0	0	0
68G	473	586	798	798	22	7	27	2	2	1	0	0
68H	673	798	581	798	21	1	9	0	2	0	1	0
68J	591	798	798	798	54	1	20	3	1	0	0	0
68K	613	613	677	798	147	14	107	13	7	1	6	0
68L+	39	40	798	798	1	1	0	0	1	1	0	0
68M	526	576	510	510	22	2	11	2	1	1	1	1
68N	798	798	798	798	1	0	6	0	0	0	0	0
68P	798	798	798	798	98	16	60	9	0	0	0	0
68Q	570	798	574	798	46	6	49	1	3	0	1	0
68R	569	798	798	798	31	7	63	12	1	0	0	0
68S	406	421	798	798	5	4	31	5	2	2	0	0
68T	569	798	798	798	18	4	31	5	2	0	0	0
68U	39	40	798	798	0	0	2	1	0	0	0	0
68V	798	798	798	798	0	0	31	2	0	0	0	0
68W	558	562	798	798	906	201	553	157	95	18	0	0
68X	798	798	798	798	39	21	36	17	0	0	0	0
68Y+	39	40	552	798	1	1	9	1	1	1	1	0
74D	530	588	798	798	82	40	190	62	5	1	0	0
79R	NA	NA	798	798	NA	NA	150	0	NA	NA	0	0
79S	NA	NA	573	798	NA	NA	18	5	NA	NA	7	0
88H	441	468	798	798	27	11	79	14	8	1	0	0
88K	798	798	798	798	13	9	6	4	0	0	0	0
88L	513	798	330	330	12	2	2	3	1	0	2	2
88M	401	407	653	676	97	79	443	107	48	25	29	6
88N	477	477	798	798	6	9	80	19	1	2	0	0
89A	547	798	NA	NA	19	1	NA	NA	1	0	NA	NA
89B	798	798	594	798	38	12	69	19	0	0	5	0
89D	798	798	798	798	313	16	30	32	0	0	0	0
91A+	39	40	372	798	8	0	5	0	8	0	2	0
91B	565	573	723	728	699	78	834	71	76	4	7	1
91C	798	798	798	798	133	8	178	8	0	0	0	0
91D	798	798	798	798	179	26	200	24	0	0	0	0
91E	489	798	798	798	34	14	58	15	8	0	0	0
91F	559	798	798	798	92	5	74	11	2	0	0	0
91G	798	798	NA	NA	9	3	NA	NA	0	0	NA	NA
91H	798	798	798	798	29	0	51	7	0	0	0	0
91J	798	798	NA	NA	108	4	NA	NA	0	0	NA	NA
91L	559	798	717	798	48	2	32	6	4	0	1	0
91M	430	430	616	798	13	6	29	9	2	1	3	0
91P	384	384	798	798	2	2	2	3	0	1	0	0
91S	369	798	375	375	8	8	9	2	2	0	4	1
92A	798	798	742	743	707	102	619	68	0	0	7	1

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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

MOS	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
92F	798	798	798	798	441	43	405	20	0	0	0	0
92G	798	798	630	630	71	20	143	31	0	0	2	1
92L+	39	40	543	798	3	0	1	0	3	0	1	0
92M	497	798	549	798	24	0	11	2	4	0	2	0
92R+	39	40	532	560	6	7	7	2	6	7	2	1
92S	798	798	798	798	33	0	34	0	0	0	0	0
92W	798	798	798	798	33	9	62	7	0	0	0	0
92Y	580	583	656	665	426	94	579	82	20	3	17	1
94A	715	798	798	798	19	0	17	0	1	0	0	0
94D	798	798	798	798	4	1	1	4	0	0	0	0
94E	798	798	798	798	73	7	39	6	0	0	0	0
94F	798	798	798	798	63	8	52	1	0	0	0	0
94H	798	798	798	798	3	1	0	1	0	0	0	0
94M	798	798	798	798	11	0	7	4	0	0	0	0
94P+	39	40	466	798	1	0	2	1	1	0	1	0
94R	798	798	798	798	19	6	19	0	0	0	0	0
94S	798	798	798	798	16	1	3	2	0	0	0	0
94T*	229	798	14	15	2	0	1	1	2	0	1	1
94Y	798	798	798	798	10	0	6	0	0	0	0	0
TOTALS					11440	2096	11433	2817	1091	299	362	153

+ = 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 November 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, 12C, 12D, 13F, 13M, 17C, 19K, 29E, 31D, 35G, 35L, 37F, 46Q, 46R, 68B, 68F, 68L, 68U, 68Y, 91A

SSG

09L, 12C, 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
12D	20130401	20110517	1	1
12P	20080501	20060607	2	1
13F	20131031	20111031	12	12
13M	20121101	20110104	4	4
17C	20130501	20110607	5	5
19K	20131018	20111018	6	6

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29E	20130501	20110531	3	3
31D	20111018	20111018	2	2
31E	20110126	20090126	39	4
31K	20121111	20101117	5	2
35G	20131012	20111012	6	6
35Q	20110921	20110921	3	2
37F	20110719	20110719	1	1
68C	20120915	20100915	46	26
68F	20120501	20101012	2	2
68L	20091128	20071017	1	1
68Y	20130606	20110606	1	1
91A	20140905	20111003	4	4
92L	20130719	20110719	4	3
92R	20120419	20100419	10	2
94P	20091201	20080430	3	1

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	20130601	20081001	1	1
11C	20110201	20060615	45	7
12C	20121001	20061003	2	2
13M	20130201	20080818	1	1
13R	20141001	20080919	1	1
15W	20140101	20070709	4	4
18B	20111101	20070520	1	1
18E	20141023	20061108	1	1
25D	-----	-----	0	0
25E	20101201	20080529	2	2
35Q	20100901	20080414	4	3
38B	20121010	20080606	3	3
51C	-----	-----	0	0
94T	20131101	20070523	1	1

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 for November 2015.

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)

AHRC-PDV-PE

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

<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 for November 2015.