



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

AHRC-PDV-PE

23 February 2016

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

SUBJECT: Department of the Army (DA) Promotion Point Cutoff Scores for 1 March 2016 and Junior Enlisted Issues for the Active Army (AA).

1. **References:** Army Regulation (AR) 600-8-19, Enlisted Promotions and Reductions - Published on 18 December 2015, effective date of 1 January 2016.

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 DA promotion point cutoff scores and enlisted promotion issues.

3. Eligible Soldiers who meet the following criteria may appear before a promotion board between 20 January 2016 through 4 February 2016 as follows:

- a. To Staff Sergeant (SSG) must complete Structured Self Development (SSD) prior to board appearance. In accordance with (IAW) AR 600-8-19, paragraph 1-28 a (3).
- b. To SSG **primary** zone: Sergeant (SGT) with minimum 71 months time in service (TIS) and 9 months time in grade (TIG).
- c. To SSG **secondary** zone: SGT with minimum 47 months TIS and 6 months TIG.
- d. To SGT must complete SSD 1 prior to board appearance, IAW AR 600-8-19, paragraph 1-28 a. (1).
- e. To SGT **primary** zone: Corporal (CPL) /Specialist (SPC) with minimum 35 months TIS and 7 months TIG.
- f. To SGT **secondary** zone: CPL/SPC with minimum 17 months TIS and 5 months TIG.
- g. 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 January 2016 through 8 February 2016 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 March 2016 as follows:

- a. To SSG must graduate the Advanced Leader Course (ALC) before they are eligible for consideration for promotion pin-on to SSG, IAW AR 600-8-19, paragraph 1-28 a (4).
- b. To SSG **primary** zone: SGT with 72 months TIS and 10 months TIG.
- c. To SSG **secondary** zone: SGT with minimum 48 TIS and 7 months TIG.

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d. To SGT must graduate the Basic Leader Course (BLC) before they are eligible for consideration for promotion pin-on to SGT, IAW AR 600-8-19, paragraph 1-28 a (2).

e. To SGT **primary** zone: CPL/SPC with 36 months TIS and 8 months TIG.

f. To SGT **secondary** zone: CPL/SPC with 18 months TIS and 6 months TIG.

g. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-3.

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:

MICHAEL L. HAYCRAFT
Sergeant Major, USA
Chief, Enlisted Promotions
Promotions Branch

REMINDERS/GENERAL INFORMATION:

1. **Select – Train – Educate - Promote (STEP)** - Visit our HRC Enlisted STEP web page by clicking [here](#).

Soldiers who are not fully qualified for promotion will not be selected for promotion pin-on regardless of the promotion point scores.

2. **New AR 600-8-19**, Enlisted Promotions and Reductions - Published on 18 December 2015 with an effective date of 1 January 2016. To obtain a copy go to <http://www.apd.army.mil/>.

3. **As a reminder**, in accordance with IAW AR 600-8-19, paragraph 3-23 b, All Soldiers denied list integration will be counseled, in writing, IAW the provisions of paragraph 1–27 and the unit CDR must initiate a bar to reenlistment in accordance with AR 601–280. For more information read all of paragraph 3-23.

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 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 for promotion to SSG.

6. **Invalid promotion boards** - Promotion boards must be conducted between the 20th of the month preceding 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 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.

AHRC-PDV-PE

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 March 2016 and Junior Enlisted Issues for the Active Army (AA).

**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MARCH 2016
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*	198	282	14	15	2	3	0	1	2	3	0	1
11B	210	255	443	444	110	26	151	65	110	26	29	26
11C+*	39	40	14	15	21	1	4	0	21	1	4	0
12B+	39	40	394	394	19	12	42	5	19	12	14	2
12C+*	39	40	14	15	5	0	1	0	5	0	1	0
12D+*	39	40	14	15	0	0	0	0	0	0	0	0
12H	NA	NA	798	798	NA	NA	30	3	NA	NA	0	0
12K	798	798	NA	NA	18	0	NA	NA	0	0	NA	NA
12M*	497	798	14	15	4	0	0	0	1	0	0	0
12N	442	524	473	480	95	2	32	1	16	1	7	1
12P+*	39	40	14	15	0	0	0	0	0	0	0	0
12R	798	798	NA	NA	18	1	NA	NA	0	0	NA	NA
12T	561	798	798	798	4	0	10	4	1	0	0	0
12W	521	551	NA	NA	31	1	NA	NA	2	1	NA	NA
12Y*	540	540	14	15	40	8	0	0	3	2	0	0
13B+	39	40	532	586	27	4	117	28	27	4	12	1
13D*	798	798	14	15	58	7	0	0	0	0	0	0
13F+*	39	40	14	15	7	5	3	0	7	5	3	0
13M+*	39	40	14	15	2	0	1	0	2	0	1	0
13P*	227	798	14	15	2	0	0	0	2	0	0	0
13R*	333	334	14	15	7	2	1	0	3	1	1	0
13T	798	798	798	798	1	0	3	1	0	0	0	0
14E*	211	276	14	15	5	3	1	1	5	3	1	1
14G	238	798	454	454	5	0	5	4	5	0	0	3
14H+*	39	40	14	15	2	0	0	0	2	0	0	0
14S+*	39	40	14	15	1	0	2	1	1	0	2	1
14T*	289	399	14	15	8	2	1	0	6	1	1	0
15B	798	798	798	798	42	0	8	2	0	0	0	0
15D	798	798	798	798	22	3	10	3	0	0	0	0
15E	798	798	540	575	27	1	13	3	0	0	3	2
15F	798	798	798	798	21	5	11	5	0	0	0	0
15G	798	798	798	798	41	4	17	2	0	0	0	0
15H	501	798	798	798	15	1	12	1	2	0	0	0
15J	798	798	798	798	23	0	1	0	0	0	0	0
15N	519	798	798	798	11	2	25	2	2	0	0	0
15P	524	544	600	798	62	3	42	3	8	1	3	0
15Q*	393	468	14	15	14	2	0	0	4	1	0	0
15R	482	798	798	798	43	1	11	4	9	0	0	0
15S	798	798	798	798	2	0	3	0	0	0	0	0
15T	450	538	667	700	121	6	101	6	24	1	3	1

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MARCH 2016
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
15U	430	472	383	384	38	4	14	1	11	2	10	1
15W*	798	798	14	15	20	2	2	0	0	0	2	0
15Y	186	271	798	798	12	2	0	0	12	2	0	0
17C+	39	40	798	798	0	2	0	0	0	2	0	0
18B*	798	798	14	15	0	0	9	5	0	0	9	5
18C	798	798	442	442	0	0	4	5	0	0	3	2
18D*	798	798	14	15	0	0	3	6	0	0	3	6
18E*	798	798	14	15	0	0	4	3	0	0	4	3
19D	430	480	574	574	219	18	260	37	45	3	17	4
19K+	39	40	534	558	3	4	59	13	3	4	4	2
25B	798	798	798	798	487	15	220	11	0	0	1	0
25C	549	798	798	798	30	3	24	7	4	0	0	0
25D*	NA	NA	14	15	NA	NA	4	0	NA	NA	4	0
25E*	798	798	14	15	0	0	0	0	0	0	0	0
25L	798	798	798	798	63	3	55	5	0	0	0	0
25M	798	798	798	798	36	0	17	1	0	0	0	0
25N	798	798	798	798	143	11	88	18	0	0	0	0
25P	543	798	798	798	10	0	36	1	1	0	0	0
25Q	362	415	798	798	69	3	67	5	24	1	0	0
25R	798	798	798	798	37	0	3	0	0	0	0	0
25S	592	624	798	798	199	15	128	13	19	1	0	0
25U	498	510	798	798	196	22	256	7	20	5	0	0
25V	798	798	798	798	17	0	10	3	0	0	0	0
27D	493	538	798	798	30	10	19	3	9	1	0	0
29E+	39	40	798	798	0	0	18	6	0	0	0	0
31B	429	438	645	655	178	22	379	24	55	8	20	2
31D+*	39	40	14	15	0	0	3	2	0	0	3	2
31E	388	798	798	798	6	0	4	2	3	0	0	0
31K	585	798	798	798	1	1	3	0	1	0	0	0
35F	478	482	526	526	160	40	22	32	18	9	11	12
35G+*	39	40	14	15	4	1	1	0	4	1	1	0
35L+	39	40	591	591	0	0	78	10	0	0	5	2
35M	798	798	798	798	153	12	72	22	0	0	0	0
35N	468	468	798	798	102	8	58	10	9	5	0	0
35P	798	798	798	798	137	3	13	3	0	0	0	0
35PKP	611	798	798	798	60	1	9	1	3	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	529	798	798	798	7	0	0	0	1	0	0	0
35PQB	636	798	798	798	47	0	7	2	2	0	0	0
35PRU	294	798	798	798	4	0	0	0	3	0	0	0

+ = CLI Promotions to E5

* = CLI Promotions 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
35Q*	798	798	14	15	2	0	1	0	0	0	1	0
35S	798	798	798	798	18	1	29	2	0	0	0	0
35T+	39	40	604	605	7	0	20	3	7	0	1	2
36B	593	595	640	641	51	19	27	4	7	2	2	3
37F+	39	40	798	798	0	0	93	40	0	0	0	0
38B*	NA	NA	14	15	NA	NA	2	2	NA	NA	2	2
42A	650	798	798	798	552	54	602	31	7	0	0	0
42R	566	566	641	798	46	24	59	4	5	2	8	0
46Q+	39	40	798	798	0	0	1	1	0	0	0	0
46R+	39	40	798	798	0	0	2	0	0	0	0	0
51C*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
56M	798	798	798	798	60	3	80	13	0	0	0	0
68A*	418	418	14	15	6	1	1	0	4	1	1	0
68B+*	39	40	14	15	1	0	0	0	1	0	0	0
68C+	39	40	566	798	1	0	3	0	1	0	3	0
68D	541	798	623	798	40	0	23	0	3	0	3	0
68E	653	798	706	720	119	12	30	1	8	0	7	1
68F+	39	40	798	798	1	0	14	1	1	0	0	0
68G	571	798	661	661	18	1	11	1	1	0	0	1
68H	604	798	798	798	17	0	0	0	2	0	0	0
68J	798	798	798	798	44	6	0	0	0	0	0	0
68K	599	611	628	798	110	14	20	0	4	1	2	0
68L+	39	40	798	798	0	0	0	0	0	0	0	0
68M*	550	798	14	15	19	0	1	0	1	0	1	0
68N	798	798	798	798	1	0	5	0	0	0	0	0
68P	621	798	700	798	79	8	13	1	2	0	1	0
68Q	579	798	619	798	39	2	7	0	3	0	2	0
68R	451	798	649	798	16	0	16	1	6	0	4	0
68S	576	576	798	798	2	2	5	2	0	1	0	0
68T	478	798	663	798	11	0	18	0	3	0	2	0
68U+	39	40	798	798	0	0	3	0	0	0	0	0
68V	798	798	798	798	0	0	4	0	0	0	0	0
68W	549	551	618	623	629	84	173	14	78	11	33	7
68X*	798	798	14	15	38	16	0	0	0	0	0	0
68Y+*	39	40	14	15	0	0	1	0	0	0	1	0
74D	482	493	688	688	97	14	86	14	19	5	6	3
79R	NA	NA	798	798	NA	NA	159	0	NA	NA	0	0
79S*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
88H	418	461	717	798	20	14	32	2	4	3	3	0
88K	576	576	798	798	10	10	9	2	0	1	0	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

AHRC-PDV-PE

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 March 2016 and Junior Enlisted Issues for the Active Army (AA).

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MARCH 2016

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
88L*	457	798	14	15	7	3	0	1	1	0	0	1
88M+	39	40	662	663	49	12	258	21	49	12	13	2
88N	205	205	578	798	7	5	72	9	7	5	9	0
89A	299	798	NA	NA	6	0	NA	NA	3	0	NA	NA
89B	360	798	519	519	6	0	20	5	3	0	1	1
89D	798	798	317	798	290	4	3	0	0	0	3	0
91A+*	39	40	14	15	1	0	2	0	1	0	2	0
91B	497	498	730	798	437	24	652	25	61	3	5	0
91C	798	798	798	798	107	4	150	2	0	0	1	0
91D	566	600	798	798	137	10	157	9	7	2	0	0
91E	438	438	668	798	18	6	47	5	0	2	3	0
91F	514	798	633	642	83	1	44	3	6	0	4	1
91G	453	798	NA	NA	5	2	NA	NA	1	0	NA	NA
91H	798	798	646	798	18	0	46	3	0	0	4	0
91J	798	798	NA	NA	89	3	NA	NA	0	0	NA	NA
91L	460	798	706	798	31	0	31	3	6	0	1	0
91M+	39	40	489	798	5	1	21	3	5	1	6	0
91P+*	39	40	14	15	1	2	2	0	1	2	2	0
91S	325	798	519	798	2	2	3	1	2	0	1	0
92A	613	622	706	710	632	37	492	33	59	2	50	2
92F	558	584	726	733	296	21	236	4	50	1	21	1
92G	351	356	626	798	58	9	122	12	25	6	7	0
92L	798	798	798	798	2	0	0	0	0	0	0	0
92M	387	798	440	798	17	0	5	0	5	0	1	0
92R*	498	798	14	15	5	0	1	0	2	0	1	0
92S	798	798	798	798	27	1	30	0	0	0	0	0
92W	484	798	693	798	32	3	39	0	15	0	6	0
92Y	503	511	798	798	264	27	498	23	40	5	0	0
94A	518	798	715	798	9	1	15	0	3	0	1	0
94D	798	798	798	798	3	1	0	2	0	0	0	0
94E	798	798	798	798	58	6	37	5	0	0	0	0
94F	798	798	798	798	64	2	47	1	0	0	0	0
94H	798	798	798	798	7	0	0	0	0	0	0	0
94M	465	798	798	798	6	0	9	1	1	0	0	0
94P+	39	40	798	798	0	0	0	2	0	0	0	0
94R	798	798	798	798	16	2	18	1	0	0	0	0
94S	798	798	468	798	9	0	5	0	0	0	2	0
94T*	798	798	14	15	0	0	0	0	0	0	0	0
94Y	798	798	798	798	9	0	6	0	0	0	0	0
TOTALS					8271	781	7225	716	1056	175	409	107

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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The STAR MOS listing is a management tool. These are MOSs in which more Soldiers may have been promoted on 1 March 2016 if more had been reflected in the Total Army Personnel Database 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

12B, 12D, 12P, 13B, 13F, 13M, 14H, 14S, 17C, 19K, 29E, 31D, 35G, 35L, 35T, 37F, 46Q, 46R, 68B, 68C, 68F, 68L, 68U, 68Y, 91A, 91M, 91P, 94P.

SSG

09L, 11C, 12C, 12D, 12M, 12P, 12Y, 13D, 13F, 13M, 13P, 13R, 14E, 14H, 14T, 15Q, 15W, 18B, 18D, 18E, 25D, 25E, 35G, 35Q, 38B, 51C, 68A, 68B, 68X, 68Y, 79S, 88L, 91P, 92R, 94T.

NOTE: Soldiers holding a STAR MOS should be given a high priority for BLC 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
11C	20130501	20110627	15	10
12B	20140130	20120130	11	11
12C	20120119	20100119	1	1
12D	-----	-----	0	0
12P	-----	-----	0	0
13B	20140701	20110614	17	17
13F	20140228	20120228	2	2
13M	-----	-----	0	0
14H	20111001	20100303	1	1
14S	-----	-----	0	0
17C	-----	-----	0	0
19K	20130801	20111017	1	1
29E	-----	-----	0	0
31D	-----	-----	0	0
35G	20141231	20110202	3	3
35L	-----	-----	0	0
35T	20130801	20111121	3	3
37F	-----	-----	0	0
46Q	-----	-----	0	0
46R	-----	-----	0	0
68B	20121201	20110228	1	1
68C	20121101	20110214	1	1
68F	20130901	20100614	1	1
68L	-----	-----	0	0
68U	-----	-----	0	0
68Y	-----	-----	0	0

AHRC-PDV-PE

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88M	20120201	20100706	92	32
91A	20131022	20111122	1	1
91M	20130628	20110629	3	3
91P	20130801	20120130	1	1
94P	-----	-----	0	0
<hr/>				
TOTALS			154	89

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

MOS	PDOR	BASD	#ELIG	SELECTED
09L	-----	-----	0	0
11C	20130201	20070117	3	3
12C	-----	-----	0	0
12D	-----	-----	0	0
12M	-----	-----	0	0
12P	-----	-----	0	0
12Y	-----	-----	0	0
13D	-----	-----	0	0
13F	20110201	20030921	1	1
13M	20130325	19991020	1	1
13P	-----	-----	0	0
13R	20120801	20090228	1	1
14E	20120601	20070710	1	1
14H	-----	-----	0	0
14S	20100901	20060531	3	1
14T	-----	-----	0	0
15Q	-----	-----	0	0
15W	20150227	20070627	2	2
18B	20111101	20080731	2	2
18D	20121201	20090123	1	1
18E	20090901	20070326	1	1
25D	20130401	20050920	2	2
25E	-----	-----	0	0
31D	20060601	20020919	5	1
35G	20150202	19960703	1	1
35Q	20110601	20070208	1	1
38B	-----	-----	0	0
51C	-----	-----	0	0
68A	-----	-----	0	0
68B	-----	-----	0	0
68M	20120801	20060830	2	1
68X	-----	-----	0	0
68Y	-----	-----	0	0
79S	-----	-----	0	0

AHRC-PDV-PE

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 March 2016 and Junior Enlisted Issues for the Active Army (AA).

88L	-----	-----	0	0
91A	20130301	20061005	1	1
91P	20140915	20020604	2	2
92R	20091001	20070125	1	1
94T	-----	-----	0	0
<hr/>				
TOTALS			31	24

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 March 2016

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 March 2016