



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

AHRC-PDV-PE

22 March 2016

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

SUBJECT: Department of the Army (DA) Promotion Point Cutoff Scores for 1 April 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 February 2016 through 4 March 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 February 2016 through 8 March 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 April 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. **No Cutoff Scores** - Soldiers in Primary Military Occupational Specialty 18B, 18C, 18D, 18E, and 38B are promoted IAW Milper Message 16-067 provided otherwise qualified IAW AR 600-8-19, paragraph 1–10 without meeting a cutoff score. No cutoff scores will be published.

4. **Service remaining requirement (SRR)** - If a promotable Soldier in the rank of SGT is listed on the DA By-Name List and does not meet the SRR within 30 days (RA) and 60 days (USAR) from the promotion effective date, they should be removed from the promotion recommended list (PRL). IAW AR 600-8-19, paragraphs 1-10 a (5), 3-27 c (3), and 3-32 a (3).

5. **As a reminder**, 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 IAW AR 601–280. For more information read all of paragraph 3-23.

6. Units throughout the Army are updating Soldiers training records in Electronic Military Personnel Office (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 Army Training Requirements and Resources System (ATRRS) and in the Soldier's ATRRS records. BDE/BN S1s and Military Personnel Division (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.

7. 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 BLC for promotion to SGT, ALC and meets SRR for promotion to SSG.

8. **Invalid promotion boards** - Promotion boards must be conducted between the 20<sup>th</sup> of the month proceeding the board month and no later than the 4<sup>th</sup> 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 Promotions section will flag all Soldiers appearing on the promotion board proceedings. See AR 600-8-19, paragraph 3-12 d, composition of promotion boards.

9. **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 & 16-067.

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10. **Promotion Point Worksheet (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](mailto:usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil) with the subject line: "PPW Access".

11. Jr. enlisted promotion inquiries, email [usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil](mailto:usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@mail.mil).

**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING APRIL 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+*	39	40	14	15	0	1	1	1	0	1	1	1
11B+	39	40	410	411	321	19	201	97	321	19	107	73
11C+*	39	40	14	15	17	1	7	2	17	1	7	2
12B+	39	40	387	392	32	7	52	11	32	7	28	10
12C+*	39	40	14	15	5	0	0	0	5	0	0	0
12D+*	39	40	14	15	0	0	0	0	0	0	0	0
12H	NA	NA	530	660	NA	NA	29	3	NA	NA	8	1
12K	798	798	NA	NA	17	0	NA	NA	0	0	NA	NA
12M*	798	798	14	15	4	0	0	0	0	0	0	0
12N	424	798	425	488	94	1	29	1	26	0	12	1
12P+*	39	40	14	15	0	0	0	0	0	0	0	0
12R	798	798	NA	NA	18	2	NA	NA	0	0	NA	NA
12T	507	798	798	798	4	0	11	3	1	0	0	0
12W	460	798	NA	NA	27	0	NA	NA	5	0	NA	NA
12Y*	798	798	14	15	40	5	0	0	0	0	0	0
13B+	39	40	488	499	20	4	126	42	20	4	32	17
13D*	504	798	14	15	65	5	1	1	5	0	1	1
13F+*	39	40	14	15	5	8	10	5	5	8	10	5
13M+*	39	40	14	15	2	2	2	0	2	2	2	0
13P+*	39	40	14	15	1	0	2	0	1	0	2	0
13R*	249	798	14	15	6	0	0	0	4	0	0	0
13T	798	798	798	798	1	0	3	1	0	0	0	0
14E+*	39	40	14	15	14	0	2	0	14	0	2	0
14G	798	798	798	798	2	1	5	1	0	0	0	0
14H+*	39	40	14	15	1	0	0	0	1	0	0	0
14S+	39	40	798	798	2	2	1	0	2	2	0	0
14T*	334	334	14	15	7	2	2	0	2	2	2	0
15B	580	798	588	798	41	0	8	3	5	0	3	0
15D	472	798	798	798	23	3	11	3	5	0	0	0
15E	498	798	532	798	28	1	10	0	4	0	1	0
15F	798	798	598	798	20	5	13	2	0	0	2	0
15G	798	798	798	798	41	3	18	1	0	0	0	0
15H	798	798	798	798	13	1	13	1	0	0	0	0
15J	798	798	798	798	22	0	1	0	0	0	0	0
15N	493	798	798	798	11	1	23	2	2	0	0	0
15P	476	532	562	588	56	2	37	2	19	1	7	2
15Q*	448	798	14	15	16	6	0	0	1	0	0	0
15R	468	798	798	798	38	1	12	6	9	0	0	0
15S	798	798	798	798	5	0	3	0	0	0	0	0
15T	397	444	601	622	113	8	96	4	39	5	23	1

+ = CLI Promotions to E5

\* = CLI Promotions E6

+\* = CLI Promotions E5 + E6

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING APRIL 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*	328	798	14	15	29	1	13	0	21	0	13	0
15W*	582	798	14	15	28	2	0	0	2	0	0	0
15Y	440	798	798	798	1	2	0	0	1	0	0	0
17C+	39	40	798	798	1	2	0	0	1	2	0	0
19D	378	395	523	525	214	11	253	30	91	4	54	6
19K+	39	40	487	500	4	2	58	11	4	2	11	5
25B	682	798	798	798	483	13	220	11	12	0	0	0
25C	584	584	798	798	25	3	24	6	0	1	0	0
25D*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
25E*	798	798	14	15	0	0	0	0	0	0	0	0
25L	565	568	798	798	67	2	62	7	7	1	0	1
25M	798	798	798	798	38	0	17	1	0	0	0	0
25N	596	798	798	798	150	9	94	13	10	0	0	0
25P	463	798	798	798	13	0	41	0	1	0	0	0
25Q	369	373	798	798	58	2	76	10	17	1	0	0
25R	798	798	798	798	37	0	3	0	0	0	0	0
25S	575	798	798	798	184	8	135	14	25	0	0	0
25U	459	462	798	798	186	20	265	7	50	5	0	0
25V	527	798	682	798	19	0	10	3	5	0	1	0
27D	468	473	627	798	22	10	28	5	5	3	3	0
29E+	39	40	535	535	5	0	21	11	5	0	4	2
31B	378	389	623	642	160	20	366	17	83	16	44	3
31D+*	39	40	14	15	2	0	6	0	2	0	6	0
31E	395	798	616	798	4	0	4	2	1	0	1	0
31K+	39	40	635	798	3	1	3	0	3	1	1	0
35F	494	495	457	457	163	29	13	22	17	4	10	15
35G+*	39	40	14	15	3	1	2	0	3	1	2	0
35L+	39	40	558	558	0	0	86	10	0	0	15	3
35M	798	798	798	798	155	13	81	28	0	0	0	0
35N	453	453	534	798	98	3	62	7	16	1	7	0
35P	798	798	798	798	173	3	20	3	0	0	0	0
35PKP	616	798	798	798	65	1	9	1	1	0	0	0
35PPF	798	798	627	627	19	1	1	1	0	0	0	1
35PRU*	798	798	14	15	4	0	1	0	0	0	1	0
35Q*	798	798	14	15	3	0	0	0	0	0	0	0
35S	413	798	798	798	24	0	28	2	6	0	0	0
35T+	39	40	598	798	2	1	18	1	2	1	3	0
36B	562	576	571	664	46	18	30	5	12	6	15	1
37F+	NA	NA	660	798	0	0	99	41	0	0	5	0

+ = CLI Promotions to E5

\* = CLI Promotions E6

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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
89D	798	798	307	798	293	3	3	0	0	0	3	0
91A+*	39	40	14	15	2	1	1	0	2	1	1	0
91B	482	486	708	798	403	26	648	23	75	7	38	0
91C	798	798	798	798	107	5	150	3	0	0	0	0
91D	587	798	798	798	140	7	165	11	7	0	0	0
91E	351	387	641	798	20	5	46	5	6	1	6	0
91F	506	798	798	798	76	0	40	2	7	0	0	0
91G	798	798	NA	NA	5	2	NA	NA	0	0	NA	NA
91H	358	798	679	798	18	0	45	3	8	0	1	0
91J	798	798	NA	NA	91	3	NA	NA	0	0	NA	NA
91L	460	798	690	798	28	0	33	0	7	0	1	0
91M+	39	40	546	798	1	0	18	3	1	0	1	0
91P+*	39	40	14	15	0	0	0	0	0	0	0	0
91S	798	798	798	798	1	2	7	1	0	0	0	0
92A	590	619	693	721	579	35	477	31	68	1	47	1
92F	525	551	714	798	252	23	233	5	42	5	27	0
92G	254	287	589	596	52	6	128	19	42	4	17	4
92L*	798	798	14	15	2	0	2	0	0	0	2	0
92M	798	798	511	798	13	0	7	1	0	0	1	0
92R*	344	798	14	15	3	0	0	0	3	0	0	0
92S	798	798	798	798	28	1	30	0	0	0	0	0
92W	579	596	760	775	24	4	41	1	2	1	1	1
92Y	489	510	733	798	249	23	528	29	53	5	1	0
94A	798	798	798	798	7	1	14	0	0	0	0	0
94D	798	798	798	798	4	2	0	2	0	0	0	0
94E	713	798	682	798	61	4	38	5	1	0	4	0
94F	798	798	798	798	68	2	47	1	0	0	0	0
94H	798	798	798	798	8	0	0	0	0	0	0	0
94M	453	798	798	798	5	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	17	3	17	1	0	0	0	0
94S	505	798	456	798	10	1	3	0	4	0	1	0
94T+*	39	40	14	15	1	0	0	0	1	0	0	0
94Y	798	798	467	798	9	0	6	0	0	0	1	0
<b>TOTALS</b>					8271	678	7372	717	1734	188	861	173

+ = 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 April 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**

09L, 11C, 12B, 12C, 12D, 12P, 13B, 13F, 13M, 14H, 14S, 17C, 19K, 29E, 31D, 31K, 35G, 35L, 35T, 37F, 46Q, 46R, 68B, 68C, 68F, 68L, 68U, 68V, 68Y, 88N, 91A, 91M, 91P, 94P.

**SSG**

09L, 11C, 12C, 12D, 12M, 12P, 12Y, 13D, 13F, 13M, 13P, 13R, 14E, 14H, 14T, 15Q, 15U, 15W, 25D, 25E, 31D, 35G, 35Q, 51C, 68A, 68X, 68Y, 79S, 88L, 91A, 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)**

<b>MOS</b>	<b>PDOR</b>	<b>BASD</b>	<b>#ELIG</b>	<b>SELECTED</b>
09L	-----	-----	0	0
11B	20150330	20100505	251	251
11C	20150101	20120313	7	7
12B	20140320	20120320	11	11
12C	20140201	20120306	2	2
12D	-----	-----	0	0
12P	-----	-----	0	0
13B	20121101	20110425	4	4
13F	20140313	20120313	2	2
13M	-----	-----	0	0
13P	20130214	20110214	3	1
14E	20120622	20100622	25	8
14H	-----	-----	0	0
14S	20120501	20100503	1	1
17C	-----	-----	0	0
19K	20130301	20110726	1	1
29E	20140830	20120228	2	2
31D	20131101	20120312	1	1
31K	20130801	20120117	2	2
35G	20140313	20120313	3	3
35L	-----	-----	0	0
35T	-----	-----	0	0
37F	-----	-----	0	0
46Q	-----	-----	0	0
46R	-----	-----	0	0
68B	-----	-----	0	0
68C	-----	-----	0	0

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68F	-----	-----	0	0
68L	20130101	20110906	1	1
68U	-----	-----	0	0
68V	-----	-----	0	0
68Y	-----	-----	0	0
88M	20130701	20090811	60	45
88N	-----	-----	0	0
89B	20130101	20110628	29	15
91A	20131202	20120313	1	1
91M	-----	-----	0	0
91P	-----	-----	0	0
94P	-----	-----	0	0
94T	20110301	20090630	2	1
<b>TOTALS</b>			408	359

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

<b>MOS</b>	<b>PDOR</b>	<b>BASD</b>	<b>#ELIG</b>	<b>SELECTED</b>
09L	-----	-----	0	0
11C	20130401	20060418	4	4
12C	-----	-----	0	0
12D	-----	-----	0	0
12M	-----	-----	0	0
12P	-----	-----	0	0
12Y	-----	-----	0	0
13D	-----	-----	0	0
13F	20120101	20080821	6	6
13M	20120201	20030405	1	1
13P	20130201	20090305	2	2
13R	-----	-----	0	0
14E	20150122	20090107	1	1
14H	-----	-----	0	0
14T	20120401	20080615	1	1
15Q	-----	-----	0	0
15U	20130401	20070919	9	9
15W	-----	-----	0	0
25D	-----	-----	0	0
25E	-----	-----	0	0
31D	20110901	20060629	6	6
35G	20130809	20010604	1	1
35Q	-----	-----	0	0
51C	-----	-----	0	0
68A	-----	-----	0	0
68M	20120801	20061107	1	1

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68X	-----	-----	0	0
68Y	-----	-----	0	0
79S	-----	-----	0	0
88L	20111201	20080708	1	1
91A	20080501	20020322	1	1
91P	-----	-----	0	0
92L	20130401	20060323	2	2
92R	-----	-----	0	0
94T	-----	-----	0	0
<b>TOTALS</b>			<b>36</b>	<b>36</b>

**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 April 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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35P	RU	20150320	20060921	1	1
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