



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

AHRC-PDV-PE

21 January 2016

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

SUBJECT: Department of the Army (DA) Promotion Point Cutoff Scores for 1 February 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 December 2015 through 4 January 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 (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 (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 December 2015 through 8 January 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 February 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 MILPER Message 15-264.
- 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 IAW MILPER Message 15-264.

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. 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.

4. 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.

5. **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 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.

6. **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.

7. **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".

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

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

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING FEBRUARY 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
09L*	244	244	14	15	0	2	0	0	0	2	0	0
11B+	39	40	473	481	152	38	152	80	152	38	23	12
11C+*	39	40	14	15	18	2	4	0	18	2	4	0
12B+	39	40	417	442	31	4	87	14	31	4	47	9
12C*	400	798	14	15	3	0	0	0	1	0	0	0
12D+*	39	40	14	15	3	0	0	0	3	0	0	0
12H	NA	NA	798	798	NA	NA	30	3	NA	NA	0	0
12K	798	798	NA	NA	17	0	NA	NA	0	0	NA	NA
12M*	798	798	14	15	3	0	0	0	0	0	0	0
12N	429	571	470	490	121	2	49	5	36	1	19	4
12P+*	39	40	14	15	0	0	1	0	0	0	1	0
12R	798	798	NA	NA	17	1	NA	NA	0	0	NA	NA
12T	363	798	798	798	4	0	9	5	3	0	0	0
12W	798	798	NA	NA	31	1	NA	NA	0	0	NA	NA
12Y*	553	555	14	15	39	7	1	0	2	1	1	0
13B+	39	40	552	552	42	1	120	33	42	1	4	5
13D*	541	798	14	15	43	4	0	0	1	0	0	0
13F+*	39	40	14	15	7	0	26	0	7	0	26	0
13M+*	39	40	14	15	2	0	2	1	2	0	2	1
13P*	247	402	14	15	1	2	1	0	1	2	1	0
13R*	276	317	14	15	8	4	0	0	6	2	0	0
13T	798	798	798	798	1	0	3	1	0	0	0	0
14E*	365	798	14	15	2	0	0	0	1	0	0	0
14G	249	798	486	499	11	0	11	9	11	0	6	5
14H+*	39	40	14	15	2	0	1	0	2	0	1	0
14S+*	39	40	14	15	4	0	4	2	4	0	4	2
14T*	208	232	14	15	10	5	6	0	9	5	6	0
15B	798	798	798	798	38	2	7	1	0	0	0	0
15D	485	485	798	798	21	4	10	3	2	1	0	0
15E	798	798	798	798	22	1	14	3	0	0	0	0
15F	798	798	798	798	16	5	11	5	0	0	0	0
15G	798	798	798	798	37	3	11	2	0	0	0	0
15H	539	539	798	798	14	2	13	2	0	2	0	0
15J	798	798	798	798	24	0	1	0	0	0	0	0
15N	565	798	798	798	10	3	23	1	3	0	0	0
15P	533	533	585	798	63	4	52	3	11	1	10	0
15Q*	374	416	14	15	16	2	0	1	5	1	0	1
15R	542	565	798	798	39	1	9	4	3	1	0	0
15S	798	798	798	798	2	0	4	0	0	0	0	0
15T	505	798	680	798	121	8	99	4	13	0	2	0
15U	529	798	798	798	34	4	10	1	2	0	0	0
15W*	798	798	14	15	11	0	0	0	0	0	0	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING FEBRUARY 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
15Y	401	798	798	798	12	1	0	0	8	0	0	0
17C+*	39	40	14	15	0	1	0	0	0	1	0	0
18B*	798	798	14	15	0	0	3	0	0	0	3	0
18C	798	798	203	203	0	0	3	8	0	0	3	8
18D*	798	798	14	15	0	0	0	4	0	0	0	4
18E*	798	798	14	15	0	0	3	2	0	0	3	2
19D	462	494	611	619	212	15	266	42	12	2	9	3
19K+	39	40	798	798	0	1	52	16	0	1	0	0
25B	798	798	798	798	469	19	205	12	0	0	0	0
25C	641	798	798	798	27	2	20	11	1	0	0	0
25D*	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
25E*	798	798	14	15	0	0	1	0	0	0	1	0
25L	798	798	798	798	61	3	54	6	0	0	0	0
25M	798	798	798	798	36	0	17	1	0	0	0	0
25N	597	611	798	798	151	12	83	22	7	2	0	0
25P	439	798	798	798	11	0	33	2	2	0	0	0
25Q	425	475	798	798	79	2	65	6	24	1	0	0
25R	798	798	413	798	36	0	4	0	1	0	1	0
25S	599	616	798	798	204	18	126	15	17	2	0	0
25U	494	500	798	798	198	22	244	8	27	5	0	0
25V	576	798	798	798	17	0	11	3	1	0	0	0
27D	587	587	798	798	24	10	17	3	0	1	0	0
29E+	39	40	580	580	9	0	15	8	9	0	0	2
31B	440	447	652	663	181	21	396	27	52	6	16	2
31D+	39	40	395	566	0	0	2	1	0	0	2	1
31E+	39	40	364	364	17	0	4	5	17	0	2	3
31K+	39	40	519	798	3	0	3	0	3	0	2	0
35F	493	493	653	682	166	55	26	34	32	15	4	2
35G+	39	40	798	798	2	0	0	0	2	0	0	0
35L+	39	40	798	798	0	0	73	11	0	0	0	0
35M	798	798	798	798	142	17	68	24	0	0	0	0
35N	472	517	798	798	98	6	59	11	10	1	0	0
35P	798	798	798	798	234	5	27	6	0	0	0	0
35PFR	396	798	798	798	4	0	0	0	2	0	0	0
35PHE+	39	40	798	798	0	0	0	1	0	0	0	0
35Q	798	798	378	798	1	0	1	0	0	0	1	0
35S	798	798	798	798	17	1	29	2	0	0	0	0
35T+	39	40	616	798	4	0	24	3	4	0	3	0
36B	611	798	798	798	44	19	26	3	2	0	0	0
37F+	39	40	798	798	1	0	92	38	1	0	0	0
38B*	NA	NA	14	15	NA	NA	8	3	NA	NA	8	3
42A	633	633	798	798	535	52	607	33	16	1	0	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
42R	578	578	645	667	52	26	66	8	9	5	9	2
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	52	2	81	14	0	0	0	0
68A+	39	40	500	798	6	1	5	0	6	1	5	0
68B+	39	40	479	798	0	0	1	0	0	0	1	0
68C+	39	40	359	379	6	0	10	1	6	0	10	1
68D	545	798	798	798	37	1	15	0	3	0	0	0
68E	672	672	716	798	109	18	22	0	1	1	1	0
68F+	39	40	705	798	2	0	9	1	2	0	1	0
68G	798	798	798	798	19	1	5	0	0	0	0	0
68H	616	798	798	798	17	0	0	0	2	0	0	0
68J*	548	565	14	15	47	6	4	0	5	1	4	0
68K	590	798	641	798	125	15	32	0	17	0	10	0
68L+	39	40	798	798	0	0	0	0	0	0	0	0
68M	502	798	798	798	17	1	0	0	2	0	0	0
68N	798	798	798	798	1	0	5	0	0	0	0	0
68P	609	798	660	798	80	9	15	1	6	0	3	0
68Q	586	798	619	665	37	1	6	1	3	0	1	1
68R	467	492	673	798	20	2	17	1	7	2	1	0
68S+*	39	40	14	15	3	1	3	1	3	1	3	1
68T	798	798	798	798	8	2	19	0	0	0	0	0
68U+	39	40	798	798	0	0	3	0	0	0	0	0
68V	798	798	798	798	0	0	3	0	0	0	0	0
68W	563	568	651	652	620	114	158	24	70	18	14	9
68X*	798	798	14	15	32	16	2	0	0	0	2	0
68Y+*	39	40	14	15	0	0	0	0	0	0	0	0
74D	524	524	798	798	82	18	81	15	12	3	0	0
79R	NA	NA	798	798	NA	NA	152	0	NA	NA	0	0
79S*	NA	NA	14	15	NA	NA	13	1	NA	NA	13	1
88H	445	798	730	798	19	12	34	2	3	0	2	0
88K	556	556	798	798	10	8	8	2	0	1	0	0
88L*	500	798	14	15	9	2	0	0	2	0	0	0
88M+	39	40	691	720	39	16	267	26	39	16	9	1
88N+	39	40	586	609	14	6	79	11	14	6	14	2
89A	331	467	NA	NA	13	1	NA	NA	9	1	NA	NA
89B+	39	40	469	501	20	7	38	6	20	7	17	1
89D	681	798	542	798	290	6	4	0	4	0	1	0
91A+*	39	40	14	15	0	0	4	0	0	0	4	0
91B	497	500	718	745	431	32	650	29	53	6	8	1
91C	798	798	798	798	103	5	147	4	0	0	0	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING FEBRUARY 2016
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
91D	575	798	798	798	146	10	152	12	15	0	1	0
91E	441	798	798	798	20	7	47	6	6	0	0	0
91F	798	798	685	798	75	2	45	5	0	0	1	0
91G	798	798	NA	NA	5	2	NA	NA	0	0	NA	NA
91H	798	798	798	798	16	0	47	3	0	0	0	0
91J	798	798	NA	NA	91	2	NA	NA	0	0	NA	NA
91L	480	798	798	798	34	0	29	3	3	0	0	0
91M	126	228	798	798	2	2	20	3	2	2	0	0
91P+*	39	40	14	15	0	0	1	0	0	0	1	0
91S	351	798	415	798	3	2	3	1	1	0	2	0
92A	646	666	724	798	657	39	527	34	32	2	35	0
92F	588	798	730	798	343	17	273	4	61	0	34	0
92G	370	402	635	798	50	10	124	14	12	3	6	0
92L+*	39	40	14	15	2	0	2	0	2	0	2	0
92M	425	798	371	371	17	0	8	2	3	0	4	2
92R*	351	572	14	15	3	1	8	0	3	1	8	0
92S	798	798	798	798	28	0	29	0	0	0	0	0
92W	639	798	724	798	24	5	42	0	1	0	2	0
92Y	498	523	680	680	272	27	504	29	43	5	7	3
94A	798	798	798	798	8	0	15	0	0	0	0	0
94D	798	798	798	798	4	1	0	2	0	0	0	0
94E	798	798	798	798	62	5	35	3	0	0	0	0
94F	798	798	798	798	60	3	46	1	0	0	0	0
94H	798	798	798	798	6	0	0	0	0	0	0	0
94M	552	798	798	798	6	0	8	2	1	0	0	0
94P+	39	40	798	798	0	0	0	1	0	0	0	0
94R	798	798	798	798	16	3	17	0	0	0	0	0
94S	798	798	486	486	9	1	4	1	0	0	0	1
94T*	798	798	14	15	0	0	0	0	0	0	0	0
94Y	798	798	798	798	8	0	6	0	0	0	0	0
TOTALS					8322	862	7391	829	1104	184	451	95

+ = 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 February 2016 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

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

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SSG

09L, 11C, 12C, 12D, 12M, 12P, 12Y, 13D, 13F, 13M, 13P, 13R, 14E, 14H, 14T, 15Q, 15W, 17C, 18B, 18D, 18E, 25D, 25E, 38B, 51C, 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
11B	20120801	20100908	277	50
11C	20121001	20101018	33	14
12B	20141117	20080829	29	29
12D	20121001	20110104	1	1
12P	-----	-----	0	0
13B	20130701	20111025	42	34
13F	20150121	20051109	7	7
13M	20140103	20120103	1	1
14H	20131001	20120103	1	1
14S	20130530	20041006	4	4
17C	-----	-----	0	0
19K	-----	-----	0	0
29E	20130601	20110601	1	1
31D	-----	-----	0	0
31E	20130907	20110907	17	15
31K	20131001	20120131	1	1
35G	20150112	20100303	2	2
35L	-----	-----	0	0
35T	20140103	20120103	3	3
37F	-----	-----	0	0
46Q	-----	-----	0	0
46R	-----	-----	0	0
68A	20121025	20101025	8	4
68B	-----	-----	0	0
68C	20121108	20101108	6	6
68F	20130301	20110301	2	2
68L	-----	-----	0	0
68S	20120706	20100706	6	2
68U	-----	-----	0	0
68Y	-----	-----	0	0
88M	20100201	20080109	110	9
88N	20130628	20110628	9	9
89B	20120101	20100414	30	4
91A	-----	-----	0	0

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91P	-----	-----	0	0
92L	20121013	20101013	2	2
94P	-----	-----	0	0
TOTALS			592	201

**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	20131201	20060202	4	4
12C	-----	-----	0	0
12D	-----	-----	0	0
12M	-----	-----	0	0
12P	20111201	20080715	1	1
12Y	20100201	20030701	1	1
13D	-----	-----	0	0
13F	20141029	20050222	25	25
13M	20110801	20080616	2	2
13P	20120101	20060816	1	1
13R	-----	-----	0	0
14E	-----	-----	0	0
14H	20110801	20060502	1	1
14S	20071101	20020926	5	1
14T	20131007	20060927	6	6
15Q	-----	-----	0	0
15W	-----	-----	0	0
17C	-----	-----	0	0
18B	20141023	20081015	2	2
18D	-----	-----	0	0
18E	20140612	20080209	1	1
25D	-----	-----	0	0
25E	20070601	20040527	1	1
38B	20131201	20080702	5	5
51C	-----	-----	0	0
68J	20050101	20051016	3	1
68S	20050901	20020107	1	1
68X	-----	-----	0	0
68Y	-----	-----	0	0
79S	20140501	20080318	1	1
88L	-----	-----	0	0
91A	20130201	20060216	5	4
91P	20090201	20060907	1	1
92L	20110501	20070906	2	1
92R	20140201	20060602	7	7
94T	-----	-----	0	0
TOTALS			75	67

AHRC-PDV-PE

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

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>
35P	HE	20100406	20100406	1	1

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 February 2016.