



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

AHRC-PDV-PE

28 September 2015

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

SUBJECT: Department of the Army Promotion Point Cutoff Scores for 1 October 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 August 2015 through 4 September 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 August 2015 through 8 September 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 October 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. A detailed MILPER Message will follow.

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.

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 OCTOBER 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
09L+*	39	40	14	15	3	0	3	0	3	0	3	0
11B	376	380	466	466	203	105	286	305	110	32	58	31
11C*	343	346	14	15	75	16	16	11	49	11	16	11
12B	331	331	798	798	19	25	116	53	9	17	0	0
12C+*	39	40	14	15	11	1	8	2	11	1	8	2
12D	39	40	322	403	0	0	3	3	0	0	3	1
12H	NA	NA	798	798	NA	NA	55	9	NA	NA	0	0
12K	798	798	NA	NA	14	0	NA	NA	0	0	NA	NA
12M	798	798	418	418	9	1	0	2	0	0	0	1
12N	533	533	563	575	165	16	130	28	17	1	13	2
12P	798	798	567	798	0	0	20	5	0	0	6	0
12R	798	798	NA	NA	19	2	NA	NA	0	0	NA	NA
12T	353	364	798	798	12	4	7	2	9	2	0	0
12W	521	521	NA	NA	42	7	NA	NA	9	2	NA	NA
12Y	584	600	497	798	58	7	33	6	3	1	4	0
13B	310	317	543	548	66	39	171	102	44	21	21	8
13D	439	798	427	450	66	9	13	16	16	0	6	3
13F+	39	40	286	286	20	4	19	26	20	4	16	16
13M+*	39	40	14	15	4	2	2	3	4	2	2	3
13P	798	798	498	498	7	2	10	14	0	0	0	1
13R*	301	403	14	15	11	5	2	1	7	1	2	1
13T	798	798	798	798	4	0	4	3	0	0	0	0
14E	412	412	798	798	44	20	14	19	10	5	0	0
14G	445	798	798	798	30	2	17	16	6	0	0	0
14H	301	341	456	480	21	3	17	14	16	2	6	3
14S	798	798	798	798	5	1	5	3	0	0	0	0
14T	423	444	798	798	62	21	22	31	7	2	0	0
15B	798	798	798	798	42	5	9	3	0	0	0	0
15D	478	798	798	798	28	3	8	6	3	0	0	0
15E	445	476	798	798	48	4	12	4	9	1	0	0
15F	798	798	798	798	18	3	5	6	0	0	0	0
15G	798	798	798	798	41	5	21	8	0	0	0	0
15H	798	798	798	798	14	4	12	7	0	0	0	0
15J	798	798	798	798	44	2	10	2	0	0	0	0
15N	798	798	798	798	10	4	30	6	0	0	0	0
15P	798	798	798	798	81	16	62	15	0	0	0	0
15Q	456	798	450	470	33	2	17	5	3	0	6	1
15R	245	248	442	461	46	11	10	11	42	10	6	1
15S	798	798	798	798	5	1	15	2	0	0	0	0
15T	532	798	798	798	184	29	165	34	14	0	0	0
15U	798	798	798	798	57	9	49	18	0	0	0	0
15W*	296	338	14	15	29	7	19	5	24	3	19	5
15Y*	241	296	14	15	5	1	3	2	5	1	3	2
17C	798	798	798	798	0	0	0	0	0	0	0	0
18B*	798	798	14	15	0	0	2	4	0	0	2	4
18C	798	798	798	798	0	0	7	22	0	0	0	0
18D	798	798	798	798	1	0	6	18	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 OCTOBER 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
18E*	798	798	14	15	0	0	7	4	0	0	7	4
19D	798	798	798	798	286	82	323	112	0	0	0	0
19K+	39	40	798	798	9	18	63	38	9	18	0	0
25B	798	798	798	798	531	43	309	39	0	0	0	0
25C	551	798	798	798	46	4	14	20	2	0	0	0
25D	NA	NA	14	15	NA	NA	2	0	NA	NA	2	0
25E	798	798	14	15	0	0	0	0	0	0	0	0
25L	798	798	798	798	61	11	75	18	0	0	0	0
25M	798	798	798	798	42	3	24	2	0	0	0	0
25N	798	798	798	798	184	15	76	45	0	0	0	0
25P	573	798	798	798	34	1	36	5	5	0	0	0
25Q	455	490	798	798	141	19	145	58	31	2	0	0
25R	798	798	798	798	48	0	10	3	0	0	0	0
25S	798	798	798	798	229	30	143	43	0	0	0	0
25U	798	798	798	798	261	48	415	39	0	0	0	0
25V	533	798	798	798	18	1	12	7	1	0	0	0
27D	798	798	798	798	36	12	74	22	0	0	0	0
29E+	39	40	620	798	1	0	13	9	1	0	1	0
31B	520	524	653	798	337	53	515	62	55	11	24	0
31D	39	40	478	478	1	0	19	16	1	0	3	3
31E	395	798	403	414	3	2	22	16	1	0	9	1
31K+	39	40	478	798	3	2	12	0	3	2	5	0
35F	798	798	798	798	216	101	58	127	0	0	0	0
35G+	39	40	219	234	28	4	11	7	28	4	11	7
35L+	39	40	658	681	1	0	121	20	1	0	14	3
35M	798	798	798	798	161	41	86	45	0	0	0	0
35N	472	496	501	503	218	26	84	45	33	2	4	2
35P	798	798	798	798	287	22	74	42	0	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)
35PPF	534	534	798	798	32	2	9	9	1	1	0	0
35PQB	627	627	798	798	52	4	16	6	0	1	0	0
35Q	798	798	798	798	4	14	4	5	0	0	0	0
35S	393	798	798	798	25	2	42	11	5	0	0	0
35T	382	382	798	798	20	3	32	5	13	1	0	0
36B	613	622	634	657	56	23	32	10	5	2	3	2
37F	39	40	798	798	0	0	97	41	0	0	0	0
38B*	NA	NA	14	15	NA	NA	8	1	NA	NA	8	1
42A	633	645	798	798	686	106	716	72	44	1	0	0
42R	592	798	673	798	74	36	142	48	10	0	1	0
46Q	39	40	422	422	0	0	2	6	0	0	0	2
46R+	39	40	557	798	1	0	41	2	1	0	7	0
51C	NA	NA	14	15	NA	NA	0	0	NA	NA	0	0
56M	798	798	798	798	46	8	81	18	0	0	0	0
68A	501	798	694	798	18	6	54	3	6	0	1	0
68B	39	40	495	798	0	0	8	0	0	0	1	0
68C+	39	40	590	798	11	4	107	7	11	4	7	0
68D	587	798	613	798	51	6	46	2	3	0	1	0

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + E6

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING OCTOBER 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
68E	652	798	655	798	123	20	106	10	9	0	4	0
68F+	39	40	798	798	2	1	29	3	2	1	0	0
68G	427	427	606	798	22	8	33	2	5	3	4	0
68H	697	798	662	798	18	3	10	0	1	0	1	0
68J	499	524	521	798	61	3	25	3	12	1	5	0
68K	621	633	688	798	158	12	104	13	11	1	3	0
68L	39	40	798	798	0	0	0	0	0	0	0	0
68M	535	798	798	798	25	2	10	2	1	0	0	0
68N	798	798	798	798	0	0	6	0	0	0	0	0
68P	623	798	798	798	94	18	57	10	3	0	0	0
68Q	551	551	595	798	45	7	41	2	2	1	1	0
68R	537	551	798	798	29	6	61	13	1	2	0	0
68S	469	472	798	798	5	4	28	5	1	2	0	0
68T	585	798	798	798	18	4	30	5	1	0	0	0
68U	39	40	798	798	0	0	2	1	0	0	0	0
68V	798	798	798	798	0	0	30	2	0	0	0	0
68W	589	591	798	798	851	216	527	164	39	7	0	0
68X	798	798	798	798	33	17	34	16	0	0	0	0
68Y	39	40	536	798	0	0	11	1	0	0	2	0
74D	798	798	798	798	56	41	184	62	0	0	0	0
79R	NA	NA	798	798	NA	NA	145	1	NA	NA	0	0
79S	NA	NA	798	798	NA	NA	19	5	NA	NA	0	0
88H	798	798	798	798	23	9	78	14	0	0	0	0
88K	484	489	510	520	16	6	8	4	3	1	3	1
88L	798	798	427	798	14	2	3	2	0	0	1	0
88M	524	524	686	703	70	71	433	105	5	4	4	1
88N	503	503	798	798	6	7	73	23	0	1	0	0
89A	798	798	NA	NA	19	1	NA	NA	0	0	NA	NA
89B	798	798	798	798	33	13	63	21	0	0	0	0
89D	798	798	798	798	298	11	25	28	0	0	0	0
91A+	39	40	523	798	6	0	4	0	6	0	1	0
91B	612	798	798	798	618	79	811	75	9	0	0	0
91C	798	798	798	798	132	5	174	11	0	0	0	0
91D	798	798	798	798	170	22	193	23	0	0	0	0
91E	532	798	798	798	32	11	56	14	3	0	0	0
91F	505	798	656	798	91	6	79	13	10	0	8	0
91G	798	798	NA	NA	9	3	NA	NA	0	0	NA	NA
91H	798	798	798	798	25	0	52	5	0	0	0	0
91J	798	798	NA	NA	111	5	NA	NA	0	0	NA	NA
91L	611	798	798	798	50	3	29	7	2	0	0	0
91M	798	798	671	798	6	7	29	12	0	0	1	0
91P	39	40	798	798	0	2	2	3	0	2	0	0
91S	314	314	352	352	6	6	8	3	4	2	5	1
92A	798	798	748	798	679	95	627	63	0	0	6	0
92F	798	798	798	798	429	41	408	21	0	0	1	0
92G	798	798	604	646	46	16	140	32	0	1	10	2
92L+	39	40	360	483	6	1	9	1	6	1	7	1

+ = CLI Promotions to E5

* = CLI Promotions E6

+* = CLI Promotions E5 + 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
92M	497	798	549	798	24	0	11	2	4	0	2	0
92R+	39	40	426	462	12	6	24	3	12	6	22	2
92S	798	798	798	798	31	1	34	0	0	0	0	0
92W	798	798	741	798	26	9	61	7	0	0	1	0
92Y	798	798	647	703	386	95	590	82	0	0	36	1
94A	798	798	798	798	18	0	15	0	0	0	0	0
94D	798	798	798	798	2	1	0	2	0	0	0	0
94E	798	798	798	798	69	5	40	5	0	0	0	0
94F	798	798	798	798	66	8	53	1	0	0	0	0
94H	798	798	798	798	2	1	0	0	0	0	0	0
94M	798	798	798	798	11	1	6	5	0	0	0	0
94P	172	798	472	798	2	0	5	1	2	0	3	0
94R	798	798	798	798	16	6	21	0	0	0	0	0
94S	798	798	798	798	15	1	3	3	0	0	0	0
94T*	798	798	14	15	2	0	1	0	0	0	1	0
94Y	798	798	710	798	10	0	8	0	0	0	1	0
TOTALS					11044	2068	11283	2853	874	204	442	130

+ = 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 October 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, 19K, 29E, 31D, 35G, 35L 37F, 46Q, 68B, 68F, 68L, 68U, 68Y, 91A, 91P

SSG

09L, 13M, 13R, 15W, 15Y, 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	20110830	20110830	2	2
12C	20131101	20070801	9	9
13F	20130705	20110705	11	11
13M	20140925	20110225	3	3
19K	20130601	20110727	4	4
29E	20120801	20110111	1	1
31K	20120401	20100915	4	2
35G	20140907	20100607	23	23

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35L	20120501	20101001	1	1
46R	20130401	20110406	1	1
68C	20101001	20090320	54	6
68F	20131101	20110419	2	2
91A	20130401	20110906	4	4
92L	20121001	20110222	6	3
92R	20121101	20110418	9	7

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	20120201	20080123	2	2
11C	20100501	20070117	46	6
12C	20120901	20070117	5	4
13M	20130701	20061101	1	1
13R	20110501	20080617	2	2
15W	20140901	20070917	12	12
15Y	20140801	20080923	3	3
18B	20110101	20070705	1	1
18E	20140612	20070824	5	5
38B	20110901	20080709	3	3
94T	20140901	20080122	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 October 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)

<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 October 2015.