



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 November 2019

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 December 2019 and Semi-Centralized Reminders and General Information for the Active Army

1. **References:** Army Regulation (AR) 600-8-19, Enlisted Promotions and Reductions - Published on 16 May 2019, effective date 16 June 2019.
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 information.
3. Eligible Soldiers who meet the following criteria may appear before a promotion board between 20 October 2019 through 4 November 2019 as follows:
  - a. To Staff Sergeant (SSG) must complete Distributed Leader Course (DLC) 2 prior to board appearance. In accordance with (IAW) AR 600-8-19, paragraph 1-29 a (3).
  - b. To SSG **primary** zone: Sergeant (SGT) with minimum 71 months time in service (TIS) and 17 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 DLC 1 prior to board appearance, IAW AR 600-8-19, paragraph 1-29 a (1).
  - e. To SGT **primary** zone: Corporal (CPL) /Specialist (SPC) with minimum 35 months TIS and 11 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.

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4. Soldiers (including Mandatory List Integration (MLI)) who are otherwise eligible and held recommended list status as of 20 October 2019 through 8 November 2019 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 December 2019 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 1-29 a (4).
- b. To SSG **primary** zone: SGT with minimum 72 months TIS and 18 months TIG.
- c. To SSG **secondary** zone: SGT with minimum 48 TIS and 7 months TIG.
- d. To SSG **MLI**: SGT with minimum 84 months TIS and 24 months TIG.
- e. 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 1-29 a (2).
- f. To SGT **primary** zone: CPL/SPC with minimum 36 months TIS and 12 months TIG.
- g. To SGT **secondary** zone: CPL/SPC with minimum 18 months TIS and 6 months TIG.
- h. To SGT **MLI**: CPL/SPC with minimum 48 months TIS and 24 months TIG.
- i. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-3.

5. After Soldiers appear on the HQDA Promotion Selection By-Name List, units are required to ensure that Soldiers (SPC/SGT) have a current record Army Physical Fitness Test on the promotion effective date 1 December 2019, are not flagged, not barred to continued service, graduates of BLC for promotion to SGT, and ALC for promotion to SSG.

6. **SPC Waiver Information:** The Directorate of Military Personnel Management (DMPM), Army G1 has announced the variable Specialist waiver ceiling percentage is 25%, IAW AR 600-8-19, paragraph 2-5h.

BY THE ORDER OF THE SECRETARY OF THE ARMY:



EURIKA D. ADAMSBEATY  
SGM, USA  
Chief, Enlisted Promotions  
Promotions Branch

**REMINDERS/GENERAL INFORMATION:**

1. **Army Physical Fitness Test (APFT) and Weapons Cycle for Promotion Points** – Guidance on data entry into the Digital Training Management System (DTMS), visit our HRC web page by clicking [here](#).
2. **Exception To Policy (ETP) to Promote Soldiers without Requisite Professional Military Education (PME) as a direct result of an Operational Deployment** - Semi-Centralized promotions policy is provided within ALARACT 078/2018, Exception to Policy (AR 600-8-19) Enlisted Promotions and Reductions, dated 19 September 2018, and MILPER Message 19-332, Change For Exception to Policy for Promotion to Sergeant (SGT) through Master Sergeant (MSG) for Deferment of Professional Military Education, dated 16 October 2019. Visit our HRC Enlisted Promotion webpage by clicking [here](#).
3. **Sergeant and Staff Sergeant Promotion Recommended List** - Semi-Centralized promotions policy change effective May 2018 promotion month. Visit our HRC Enlisted Promotion Recommended List Integration to Sergeant and Staff Sergeant web page by clicking [here](#).

There are updated AAA-294 Report slides (Enlisted Promotion Report) on the HRC Website, at the following link, click [here](#).

4. **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 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.
5. **AR 600-8-19**, Enlisted Promotions and Reductions - An updated version of AR 600-8-19 is available via the APD internet web address cited below. This updated version is dated 16 May 2019 with an effective date of 16 June 2019. To obtain a copy go to <http://www.apd.army.mil/>.
6. **Promotion Point Worksheet (PPW) Training, Assessment and Access** – Click [here](#) for more information.
7. Online training course certificates (*example: DA Form 87*) cannot be used to update completion of military resident courses in eMILPO. Promotions obtained with erroneous promotion points will result in an administrative reduction.
8. **MILPER Messages** – Unit S1 and MPD personnel and Soldiers should review the following messages: 13-212, 13-340, 14-358, 15-022, 15-264, 16-067, 16-186, 17-022, 17-187, 17-193, 17-200, 17-359, 17-386, 17-400, 18-008, 18-112, 18-304 (**rescinded**), 19-124 (**rescinded**), 19-299, 19-308 (**rescinded**), and 19-332.
9. 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 DECEMBER 2019  
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
09L	40	40	15	15	0	2	0	0	0	2	0	0
11B	108	142	15	15	304	77	138	59	304	77	138	59
11C	127	241	15	15	40	13	24	13	40	13	24	13
12B	40	40	303	313	89	23	81	19	89	23	35	11
12C	40	40	331	331	3	1	5	6	3	1	0	2
12D	251	476	15	15	1	1	0	0	1	1	0	0
12H	NA	NA	15	15	NA	NA	2	7	NA	NA	2	7
12K	40	40	NA	NA	0	0	NA	NA	0	0	NA	NA
12M	798	798	15	15	6	1	0	1	0	0	0	1
12N	441	445	503	798	161	32	34	2	26	10	7	0
12P	40	40	649	798	0	0	15	0	0	0	1	0
12R	40	40	NA	NA	1	3	NA	NA	1	3	NA	NA
12T	428	428	798	798	16	2	3	0	1	1	0	0
12W	40	40	NA	NA	4	0	NA	NA	4	0	NA	NA
12Y	298	519	15	15	6	1	0	0	6	1	0	0
13B	172	183	345	354	54	26	95	22	51	23	21	5
13F	40	40	15	15	31	7	14	12	31	7	14	12
13J	798	798	15	15	57	9	6	3	0	0	6	3
13M	40	40	15	15	10	10	0	2	10	10	0	2
13R	798	798	435	435	63	7	5	10	0	0	0	4
14E	389	409	310	342	94	10	25	7	24	6	7	3
14G	495	798	442	447	77	13	21	24	7	0	4	4
14H	798	798	609	798	44	4	55	7	0	0	1	0
14P	222	222	798	798	3	7	5	8	3	7	0	0
14T	460	460	380	394	164	12	50	11	20	4	18	6
15B	507	551	668	798	58	4	26	3	7	1	1	0
15D	510	536	537	537	72	3	13	4	11	1	2	3
15E	798	798	598	798	55	5	18	3	0	0	1	0
15F	565	566	611	798	37	2	16	2	5	1	1	0
15G	541	798	643	798	84	1	37	3	12	0	6	0
15H	528	569	611	798	34	6	24	4	5	2	1	0
15N	40	40	798	798	13	1	27	3	13	1	0	0
15P	452	452	798	798	53	8	40	9	18	2	0	0
15Q	202	438	15	15	13	2	1	2	13	2	1	2
15R	430	455	577	798	204	3	51	10	67	2	5	0
15T	40	40	15	15	43	5	8	0	43	5	8	0
15U	253	253	15	15	25	2	0	0	25	2	0	0
15W	266	459	240	342	14	1	41	11	14	1	41	11
15Y	40	40	468	511	18	1	11	2	18	1	7	2
17C	40	40	514	525	10	0	29	9	10	0	6	2
17E	40	40	798	798	0	1	56	4	0	1	0	0
19D	167	167	15	15	64	34	3	1	64	34	3	1
19K	40	40	15	15	23	18	6	13	23	18	6	13
25B	411	412	798	798	305	26	33	14	130	15	0	0
25C	40	40	506	506	4	0	8	4	4	0	2	2

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2019  
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
25D	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
25E	798	798	15	15	0	0	0	0	0	0	0	0
25L	427	427	442	798	9	1	16	0	4	1	6	0
25M	542	798	15	15	6	1	0	2	1	0	0	2
25N	428	451	798	798	60	5	11	10	8	1	0	0
25P	798	798	798	798	3	0	30	4	0	0	0	0
25Q	365	403	798	798	123	7	11	1	33	2	0	0
25R	544	798	15	15	11	1	0	0	1	0	0	0
25S	521	521	614	651	201	22	67	7	36	11	10	4
25U	179	228	436	483	115	17	59	8	113	16	43	5
25V	798	798	596	798	35	0	12	1	0	0	1	0
27D	226	281	15	15	8	9	0	0	8	9	0	0
31B	328	373	481	798	121	32	114	5	63	23	43	0
31D	798	798	798	798	0	1	85	13	0	0	0	0
31E	40	40	15	15	9	6	1	0	9	6	1	0
31K	518	798	505	798	43	3	2	0	3	0	1	0
35F	118	196	15	15	36	24	11	4	36	24	11	4
35G	462	472	15	15	29	12	2	1	3	3	2	1
35L	40	40	464	518	0	1	31	6	0	1	8	2
35M	40	40	506	513	14	1	21	17	14	1	11	4
35N	505	524	459	798	172	31	2	0	5	4	2	0
35P	798	798	798	798	17	1	9	0	0	0	0	0
35PAE	495	798	798	798	13	0	0	0	3	0	0	0
35PAP	449	798	798	798	3	0	0	0	3	0	0	0
35PAV	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)	(SEE 35PAE)
35PCM	363	363	798	798	0	1	4	0	0	1	0	0
35PDG	243	798	798	798	4	0	0	0	4	0	0	0
35PFR	798	798	798	798	0	0	7	0	0	0	0	0
35PJN	798	798	798	798	0	0	0	0	0	0	0	0
35PKP	488	798	749	798	1	0	21	0	1	0	1	0
35PPF	525	525	798	798	1	1	0	0	1	1	0	0
35PPG	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)
35PPU	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)	(SEE 35PPV)
35PPV	798	798	798	798	0	0	0	0	0	0	0	0
35PQB	798	798	798	798	22	0	9	0	0	0	0	0
35PRU	798	798	798	798	0	0	0	0	0	0	0	0
35PTA	798	798	798	798	1	0	0	0	0	0	0	0
35Q	798	798	354	354	4	1	0	4	0	0	0	4
35S	40	40	401	427	2	4	18	3	2	4	7	1
35T	424	460	15	15	32	3	1	0	12	1	1	0
36B	244	254	15	15	17	3	0	3	17	3	0	3
37F	NA	NA	15	15	NA	NA	2	8	NA	NA	2	8
42A	485	486	471	473	428	58	47	18	87	14	37	16
42R	798	798	798	798	101	24	128	18	0	0	0	0
46S	40	40	650	798	1	0	40	4	1	0	5	0

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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
51C	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
56M	40	40	619	798	14	1	43	4	14	1	4	0
68A	563	798	589	798	35	6	17	4	5	0	1	0
68B	798	798	798	798	12	7	1	3	0	0	0	0
68C	798	798	798	798	137	17	11	3	0	0	0	0
68D	798	798	677	798	94	4	25	1	0	0	3	0
68E	798	798	730	798	167	10	23	2	0	0	1	0
68F	40	40	798	798	2	0	11	2	2	0	0	0
68G	570	798	798	798	41	10	16	1	1	0	0	0
68H	798	798	798	798	21	4	0	0	0	0	0	0
68J	544	798	529	798	70	9	11	0	12	0	5	0
68K	651	798	798	798	239	12	54	4	3	0	0	0
68L	798	798	798	798	18	0	5	0	0	0	0	0
68M	798	798	798	798	16	4	6	0	0	0	0	0
68N	798	798	798	798	3	1	2	0	0	0	0	0
68P	798	798	798	798	111	5	25	1	0	0	0	0
68Q	798	798	798	798	57	3	16	0	0	0	0	0
68R	798	798	798	798	56	3	2	0	0	0	0	0
68S	479	798	15	15	19	3	1	0	10	0	1	0
68T	585	798	645	798	68	3	10	0	2	0	1	0
68U	798	798	798	798	12	0	1	2	0	0	0	0
68V	469	506	798	798	1	1	22	0	1	1	0	0
68W	488	499	15	15	710	121	21	0	196	33	21	0
68X	526	529	610	690	57	16	13	3	9	3	2	1
68Y	402	427	798	798	7	1	2	3	1	1	0	0
74D	40	40	15	15	32	11	3	1	32	11	3	1
79R	NA	NA	15	15	NA	NA	4	0	NA	NA	4	0
79S	NA	NA	798	798	NA	NA	10	2	NA	NA	0	0
88H	40	40	15	15	13	6	0	0	13	6	0	0
88K	336	798	445	798	2	2	9	4	1	0	1	0
88L	40	40	15	15	0	4	1	0	0	4	1	0
88M	306	317	15	15	314	49	67	21	195	38	67	21
88N	40	40	359	371	14	12	35	20	14	12	13	10
89A	40	40	NA	NA	4	0	NA	NA	4	0	NA	NA
89B	280	330	15	15	39	6	11	4	25	4	11	4
89D	40	40	15	15	5	2	2	1	5	2	2	1
91A	40	40	538	538	4	1	36	8	4	1	2	2
91B	341	358	528	528	451	60	197	19	182	33	66	11
91C	461	483	798	798	100	14	129	10	17	4	0	0

**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2019**

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	472	497	714	798	128	15	90	2	15	3	6	0
91E	357	441	648	798	34	6	36	2	10	2	4	0
91F	391	476	561	798	65	8	25	0	25	3	10	0
91H	40	40	216	252	10	2	9	1	10	2	9	1
91J	492	503	NA	NA	58	6	NA	NA	9	2	NA	NA
91L	470	798	377	579	43	4	13	3	12	0	6	1
91M	40	40	369	369	10	2	36	7	10	2	13	2
91P	40	40	798	798	2	1	7	1	2	1	0	0
91S	272	311	15	15	10	2	9	1	8	1	9	1
92A	380	397	703	798	304	37	353	17	126	20	41	0
92F	460	492	671	672	384	45	201	34	120	15	40	7
92G	362	389	798	798	200	34	157	39	60	12	0	0
92L	203	209	360	798	4	3	2	0	4	3	2	0
92M	189	189	15	15	3	4	3	1	3	4	3	1
92R	403	417	521	541	52	3	17	5	27	1	9	3
92S	40	40	798	798	3	1	13	1	3	1	0	0
92W	467	472	640	640	80	8	42	11	11	3	1	1
92Y	40	40	534	537	69	31	321	47	69	31	64	11
94A	163	798	15	15	5	0	1	0	5	0	1	0
94D	798	798	798	798	7	0	3	0	0	0	0	0
94E	487	798	15	15	61	2	0	2	7	0	0	2
94F	798	798	798	798	68	6	5	2	0	0	0	0
94H	40	40	15	15	2	0	0	1	2	0	0	1
94M	435	798	798	798	12	2	3	0	2	0	0	0
94P	40	40	798	798	3	1	2	0	3	1	0	0
94R	798	798	798	798	20	1	2	2	0	0	0	0
94S	40	40	15	15	2	0	1	0	2	0	1	0
94T	40	40	15	15	0	0	0	1	0	0	0	1
94Y	307	798	15	15	2	0	0	2	2	0	0	2
<b>TOTALS</b>					<b>8585</b>	<b>1286</b>	<b>3980</b>	<b>756</b>	<b>2866</b>	<b>665</b>	<b>989</b>	<b>307</b>

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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 December 2019 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, 12B, 12C, 12K, 12P, 12R, 12W, 13F, 13M, 15N, 15T, 15Y, 17C, 17E, 19K, 25C, 31E, 35L, 35M, 35S, 46S, 56M, 68F, 74D, 88H, 88L, 88N, 89A, 89D, 91A, 91H, 91M, 91P, 92S, 92Y, 94H, 94P, 94S, 94T.

**SSG**

09L, 11B, 11C, 12D, 12H, 12M, 12Y, 13F, 13J, 13M, 15Q, 15T, 15U, 19D, 19K, 25D, 25E, 25M, 25R, 27D, 31E, 35F, 35G, 35T, 36B, 37F, 51C, 68S, 68W, 74D, 79R, 88H, 88L, 88M, 89B, 89D, 91S, 92M, 94A, 94E, 94H, 94S, 94T, 94Y.

**NOTE:** Soldiers holding a STAR MOS should be given a high priority for BLC attendance due to increased promotion potential.