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 December 2015

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

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

1. **References:** Army Regulation (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 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 November 2015 through 4 December 2015 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 November 2015 through 8 December 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 January 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.

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:

JONATHAN A. URIBE-HUITRON
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 qualifed 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 2 February 2015 with an effective date of 2 March 2015. 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 promd.otion 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, paragragph 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 memoranduim 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.

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2016

	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	…SGT…		…SSG…		…SGT…		…SSG…		…SGT…		…SSG…	
MOS	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
09L*	329	329	14	15	0	5	1	1	0	3	1	1
11B	364	364	528	528	95	39	142	94	53	11	5	7
11C*	281	310	14	15	11	2	12	0	11	2	12	0
12B+	39	40	513	515	18	2	91	18	18	2	6	3
12C+*	39	40	14	15	1	1	0	1	1	1	0	1
12D+*	39	40	14	15	1	0	0	0	1	0	0	0
12H	NA	NA	798	798	NA	NA	22	1	NA	NA	0	0
12K	798	798	NA	NA	16	0	NA	NA	0	0	NA	NA
12M*	798	798	14	15	3	0	0	0	0	0	0	0
12N	493	597	525	551	132	3	62	6	22	1	13	2
12P+*	39	40	14	15	1	0	4	0	1	0	4	0
12R	798	798	NA	NA	18	1	NA	NA	0	0	NA	NA
12T	798	798	798	798	1	0	6	5	0	0	0	0
12W	798	798	NA	NA	27	3	NA	NA	0	0	NA	NA
12Y*	564	798	14	15	41	5	2	0	2	0	2	0
13B+	39	40	546	546	24	6	118	45	24	6	3	6
13D*	798	798	14	15	34	4	2	0	0	0	2	0
13F+	39	40	274	274	4	0	1	1	4	0	1	1
13M+*	39	40	14	15	0	3	1	0	0	3	1	0
13P*	248	363	14	15	4	1	4	1	3	1	4	1
13R*	407	798	14	15	6	4	1	0	1	0	1	0
13T	798	798	798	798	1	0	3	1	0	0	0	0
14E+*	39	40	14	15	15	5	14	1	15	5	14	1
14G	798	798	798	798	10	0	9	9	0	0	0	0
14H+*	39	40	14	15	6	1	5	0	6	1	5	0
14S	164	389	483	798	2	1	4	1	2	1	1	0
14T*	296	321	14	15	24	3	13	2	17	2	13	2
15B	798	798	798	798	36	2	7	1	0	0	0	0
15D	498	798	798	798	22	5	8	3	2	0	0	0
15E	798	798	798	798	20	1	13	3	0	0	0	0
15F	798	798	798	798	16	3	11	5	0	0	0	0
15G	798	798	798	798	35	4	10	2	0	0	0	0
15H	798	798	512	519	12	4	12	4	0	0	1	2
15J	798	798	798	798	26	0	1	0	0	0	0	0
15N	798	798	798	798	8	2	22	2	0	0	0	0
15P	587	798	646	798	65	4	55	3	3	0	4	0
15Q*	445	798	14	15	16	3	1	0	2	0	1	0
15R	552	628	798	798	32	3	8	3	2	1	0	0
15S	798	798	798	798	2	0	5	0	0	0	0	0
15T	497	525	659	798	115	11	94	4	11	4	4	0
15U	485	537	403	798	43	7	13	1	10	2	6	0

+ = CLI Promotions to E5 * = CLI Promotions E6 +* = CLI Promotions E5 + E6

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2016

	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	…SGT…		…SSG…		…SGT…		…SSG…		…SGT…		…SSG…	
MOS	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
15W*	559	798	14	15	6	0	1	1	1	0	1	1
15Y	479	798	798	798	14	0	0	0	3	0	0	0
17C+*	39	40	14	15	5	1	6	1	5	1	6	1
18B*	798	798	14	15	0	0	1	4	0	0	1	4
18C	798	798	350	350	0	0	6	27	0	0	6	21
18D*	798	798	14	15	0	0	11	9	0	0	11	9
18E*	798	798	14	15	0	0	1	7	0	0	1	7
19D	504	510	798	798	181	33	250	39	4	3	0	0
19K+	39	40	798	798	2	1	39	10	2	1	0	0
25B	798	798	798	798	465	21	198	14	0	0	0	1
25C	598	798	798	798	29	1	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	0	0	0	0	0	0
25L	798	798	798	798	62	4	52	8	0	0	0	0
25M	798	798	653	798	38	0	20	1	0	0	2	0
25N	621	660	798	798	147	13	80	25	5	2	0	0
25P	798	798	798	798	9	0	33	2	0	0	0	0
25Q	798	798	798	798	68	6	58	6	0	0	0	0
25R	632	798	618	798	38	0	6	0	2	0	1	0
25S	626	634	798	798	215	19	127	16	8	2	0	0
25U	527	527	798	798	196	28	230	7	18	6	0	0
25V	798	798	798	798	15	0	11	3	0	0	0	0
27D	798	798	798	798	21	9	17	3	0	0	0	0
29E+	39	40	576	576	0	0	16	9	0	0	0	2
31B	486	494	669	669	167	31	375	30	28	10	6	5
31D+	39	40	308	448	0	0	2	7	0	0	2	7
31E	500	798	385	798	2	0	2	1	1	0	2	0
31K+	39	40	798	798	2	0	2	0	2	0	0	0
35F	798	798	798	798	140	59	25	36	0	0	0	0
35G+*	39	40	14	15	5	0	1	0	5	0	1	0
35L+	39	40	577	578	0	0	82	12	0	0	12	1
35M	798	798	798	798	126	19	64	29	0	0	0	0
35N	518	531	798	798	98	8	45	5	2	2	0	0
35P	798	798	798	798	225	9	21	6	0	0	0	0
35PFR	370	798	798	798	10	1	0	0	8	0	0	0
35PRU	414	798	798	798	3	0	0	0	2	0	0	0
35Q	798	798	798	798	0	1	1	0	0	0	0	0
35S	798	798	798	798	15	1	22	0	0	0	0	0
35T+	39	40	626	627	2	2	29	4	2	2	5	1
36B	798	798	798	798	40	18	17	2	0	0	0	0
37F+	39	40	643	649	0	0	86	41	0	0	2	3
38B*	NA	NA	14	15	NA	NA	5	4	NA	NA	5	4

+ = CLI Promotions to E5 * = CLI Promotions E6 +* = CLI Promotions E5 + E6

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2016

	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	…SGT…		…SSG…		…SGT…		…SSG…		…SGT…		…SSG…	
MOS	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
42A	628	635	798	798	505	66	576	30	13	1	0	0
42R	592	592	670	798	52	32	69	8	2	3	2	0
46Q+	39	40	798	798	1	0	1	1	1	0	0	0
46R+	39	40	462	798	0	0	3	0	0	0	1	0
51C*	NA	NA	14	15	NA	NA	1	0	NA	NA	1	0
56M	798	798	798	798	49	0	79	15	0	0	0	0
68A	432	432	630	798	5	4	8	0	3	4	3	0
68B+	39	40	798	798	0	0	1	0	0	0	0	0
68C+	39	40	547	798	7	0	15	1	7	0	7	0
68D	602	798	798	798	36	1	14	1	1	0	0	0
68E	660	798	705	798	99	21	17	0	2	0	1	0
68F+	39	40	798	798	3	1	9	1	3	1	0	0
68G	798	798	798	798	15	2	4	0	0	0	0	0
68H	798	798	798	798	17	0	0	0	0	0	0	0
68J	798	798	798	798	45	6	3	0	0	0	0	0
68K	616	798	701	798	125	14	36	0	4	0	2	0
68L+	39	40	798	798	0	0	0	0	0	0	0	0
68M*	454	798	14	15	17	0	3	0	2	0	3	0
68N	798	798	798	798	1	0	5	0	0	0	0	0
68P	619	798	798	798	84	11	15	1	3	0	0	0
68Q	594	798	798	798	39	1	6	1	1	0	0	0
68R	525	577	696	798	22	3	17	2	4	1	1	0
68S	393	402	648	798	3	1	4	1	3	1	2	0
68T	798	798	798	798	8	2	9	0	0	0	0	0
68U+	39	40	798	798	0	0	3	0	0	0	0	0
68V+	39	40	556	798	0	0	5	0	0	0	1	0
68W	798	798	798	798	552	120	139	21	0	0	0	0
68X	798	798	798	798	27	14	2	0	0	0	0	0
68Y+*	39	40	14	15	2	0	0	0	2	0	0	0
74D	798	798	798	798	63	22	70	10	1	0	0	0
79R	NA	NA	798	798	NA	NA	145	0	NA	NA	0	0
79S*	NA	NA	14	15	NA	NA	2	0	NA	NA	2	0
88H	428	436	699	798	18	15	37	2	2	5	3	0
88K	798	798	798	798	5	7	6	1	0	0	0	0
88L*	516	798	14	15	10	2	1	0	2	0	1	0
88M	304	304	798	798	35	25	267	30	23	15	0	0
88N	798	798	798	798	4	5	75	14	0	0	0	0
89A	462	798	NA	NA	20	1	NA	NA	6	0	NA	NA
89B	370	386	530	545	25	11	46	10	11	5	9	4
89D	798	798	798	798	275	14	3	0	0	0	0	0

+ = CLI Promotions to E5 * = CLI Promotions E6 +* = CLI Promotions E5 + E6

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2016

	CUT-OFF SCORES				ELIGIBLES ON LIST				PROMOTIONS (EST)			
	…SGT…		…SSG…		…SGT…		…SSG…		…SGT…		…SSG…	
MOS	**PZ**	**SZ**	**PZ**	**SZ**	**PZ**	**SZ**	**PZ**	**SZ**	**PZ**	**SZ**	**PZ**	**SZ**
91A+*	39	40	14	15	2	1	5	0	2	1	5	0
91B	505	552	711	717	452	38	676	33	69	4	23	2
91C	628	798	798	798	115	5	150	3	10	0	2	0
91D	609	798	798	798	145	12	148	11	8	0	0	0
91E	445	445	798	798	23	10	48	6	2	4	0	0
91F	527	798	673	798	72	1	45	5	2	0	1	0
91G	459	798	NA	NA	8	2	NA	NA	3	0	NA	NA
91H	798	798	673	798	14	0	46	3	0	0	2	0
91J	798	798	NA	NA	90	2	NA	NA	0	0	NA	NA
91L	514	798	798	798	33	0	25	4	1	0	0	0
91M	281	798	798	798	4	1	20	3	3	0	0	0
91P+	39	40	206	258	0	1	1	2	0	1	1	2
91S	413	798	798	798	3	1	2	1	1	0	0	0
92A	798	798	755	798	630	53	535	41	0	0	4	0
92F	633	666	750	798	373	21	280	4	40	1	21	0
92G	412	798	798	798	49	11	123	15	14	0	0	0
92L	193	193	798	798	1	1	1	0	1	1	0	0
92M	798	798	798	798	13	0	8	2	0	0	0	0
92R+	39	40	523	523	5	0	1	2	5	0	0	2
92S	798	798	798	798	26	0	30	0	0	0	0	0
92W	798	798	798	798	23	6	44	0	0	0	0	0
92Y	517	529	798	798	276	31	492	37	35	5	0	0
94A	798	798	798	798	7	0	15	0	0	0	0	0
94D	798	798	798	798	3	1	0	2	0	0	0	0
94E	798	798	798	798	63	3	36	3	0	0	0	0
94F	798	798	798	798	56	5	44	1	0	0	0	0
94H	798	798	798	798	4	1	0	0	0	0	0	0
94M	798	798	798	798	6	0	9	2	0	0	0	0
94P+	39	40	798	798	0	0	0	1	0	0	0	0
94R	798	798	798	798	15	4	16	0	0	0	0	0
94S	469	798	499	499	10	1	4	2	2	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					7987	1036	7245	931	604	128	266	105

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

SSG
09L, 12C, 12D, 12M, 12Y, 13D, 13M,13R, 14E, 14H, 15Q, 15W, 17C, 18B, 18D, 18E, 25D, 25E, 35G, 38B, 51C, 68Y, 79S, 88L, 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
12B	20120216	20100216	29	5
12C	--------	--------	0	0
12D	20120526	20100526	1	1
12P	20130701	20110606	1	1
13B	20110801	20100120	56	12
13F	--------	--------	0	0
13M	--------	--------	0	0
14E	20110717	20081230	27	6
14H	20131031	20111031	6	6
17C	20130802	20110802	1	1
19K	--------	--------	0	0
29E	--------	--------	0	0
31D	--------	--------	0	0
31K	20130501	20110801	1	1
35G	20140801	20090624	2	2
35L	--------	--------	0	0
35T	20140601	20110705	2	2
37F	--------	--------	0	0
46Q	--------	--------	0	0
46R	--------	--------	0	0
68B	--------	--------	0	0
68C	20140701	20100601	7	7
68F	20130501	20111004	3	3
68L	--------	--------	0	0
68U	--------	--------	0	0
68V	--------	--------	0	0
68Y	20130401	20110620	2	2
91A	20121201	20110516	2	2
91P	--------	--------	0	0
92R	20130501	20100816	5	2
94P	--------	--------	0	0
TOTALS			145	53

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	20120501	20080110	14	12
12C	--------	--------	0	0
12D	--------	--------	0	0
12M	--------	--------	0	0
12P	20090801	20060726	3	2
12Y	20101201	20071023	1	1
13D	20100201	20050921	2	2
13M	--------	--------	0	0
13P	20101201	20070807	3	2
13R	20110901	20050726	1	1
14E	20141129	20020513	8	8
14H	20140501	20070718	3	3
14T	20091001	20030510	7	1
15Q	--------	--------	0	0
15W	20111101	20081230	1	1
17C	20130201	20070816	2	2
18B	--------	--------	0	0
18D	20131204	20080123	6	6
18E	--------	--------	0	0
25D	--------	--------	0	0
25E	--------	--------	0	0
35G	20110201	20080103	1	1
38B	20110901	20070709	1	1
51C	--------	--------	0	0
68M	20090401	20040302	3	1
68Y	--------	--------	0	0
79S	--------	--------	0	0
88L	20101201	20030318	1	1
91A	20100901	20060324	9	5
94T	--------	--------	0	0
TOTALS			66	50

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)

MOS	LANGCD	PDOR	BASD	#ELIG	#SELECTED

There are no CLI/Language combination promotions to SGT for January 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)

MOS	LANGCD	PDOR	BASD	#ELIG	#SELECTED

There are no CLI/Language combination promotions to SSG for January 2016.