



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

AHRC-PDV-PE

20 November 2018

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 December 2018 and Semi-Centralized Reminders and General Information for the Active Army

1. **References:**

a. Army Regulation (AR) 600-8-19, Enlisted Promotions and Reductions - Published on 25 April 2017, effective date 25 May 2017.

b. Army Directive 2017-28 (Sergeant and Staff Sergeant Promotion Recommended List), dated 7 December 2017.

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 2018 through 4 November 2018 as follows:

a. To Staff Sergeant (SSG) must complete Structured Self Development (SSD) 2 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 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 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 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 reference 1 b, Table 3-1.

4. Soldiers (including Mandatory List Integration (MLI)) who are otherwise eligible and held recommended list status as of 20 October 2018 through 8 November 2018 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 2018 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 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 1-28 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 reference 1 b, 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 2018, 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:



WILLIE E. YARBRAV JR.
SGM, USA
Chief, Enlisted Promotions
Promotions Branch

REMINDERS/GENERAL INFORMATION:

1. **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 18-304, Exception to Policy for Promotion to Sergeant (SGT) through Master Sergeant (MSG) for Deferment of Professional Military Education, dated 21 September 2018. Visit our HRC Enlisted Promotion webpage: <https://www.hrc.army.mil/content/19278>.

2. **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:

<https://www.hrc.army.mil/content/AC%20JR%20Enlisted%20Promotion%20Information%20Link>.

3. **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.

4. **AR 600-8-19**, Enlisted Promotions and Reductions - Published on 25 April 2017 with an effective date of 25 May 2017. To obtain a copy go to <http://www.apd.army.mil/>.

5. **Promotion Point Worksheet (PPW) Training, Assessment and Access** – Click [here](#) for more information.

6. **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 cut off scores.**

7. Online training course certificates 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, and 18-313.

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

**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2018
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	1	0	0	1	1	0	0	1
11B	40	40	15	15	421	61	30	13	421	61	30	13
11C	379	385	15	15	112	15	18	6	32	7	18	6
12B	40	40	15	15	61	21	13	1	61	21	13	1
12C	40	40	15	15	5	2	0	0	5	2	0	0
12D	798	798	15	15	11	1	0	0	0	0	0	0
12H	NA	NA	15	15	NA	NA	1	1	NA	NA	1	1
12K	40	40	NA	NA	2	1	NA	NA	2	1	NA	NA
12M	357	798	15	15	2	0	0	2	2	0	0	2
12N	362	528	15	15	41	7	6	2	12	3	6	2
12P	40	40	798	798	0	0	22	0	0	0	0	0
12R	40	40	NA	NA	3	0	NA	NA	3	0	NA	NA
12T	422	798	15	15	2	1	0	0	1	0	0	0
12W	40	40	NA	NA	3	0	NA	NA	3	0	NA	NA
12Y	517	537	15	15	28	5	0	0	4	1	0	0
13B	40	40	15	15	62	19	15	10	62	19	15	10
13F	40	40	15	15	33	10	8	6	33	10	8	6
13J	193	297	15	15	18	6	0	1	18	6	0	1
13M	40	40	15	15	4	2	0	3	4	2	0	3
13R	287	798	15	15	10	0	2	1	7	0	2	1
14E	254	331	15	15	11	8	0	0	9	6	0	0
14G	355	798	15	15	13	1	1	1	5	0	1	1
14H	327	352	516	516	20	5	31	12	7	3	3	2
14P	40	40	15	15	5	0	0	2	5	0	0	2
14T	429	464	15	15	58	6	0	0	5	1	0	0
15B	574	798	611	611	63	2	6	3	1	0	0	1
15D	612	798	610	611	42	2	4	1	1	0	1	1
15E	536	798	15	15	30	1	1	0	3	0	1	0
15F	798	798	453	798	33	1	8	0	0	0	2	0
15G	798	798	798	798	70	0	19	2	0	0	0	0
15H	798	798	798	798	16	0	2	8	0	0	0	0
15N	292	531	798	798	4	1	14	0	3	1	0	0
15P	418	446	516	518	30	6	14	4	9	3	5	2
15Q	492	539	15	15	23	6	0	4	2	2	0	4
15R	448	450	15	15	114	10	11	1	16	3	11	1
15T	394	408	15	15	62	2	10	1	19	1	10	1
15U	446	588	15	15	74	5	14	1	14	1	14	1
15W	798	798	15	15	79	1	0	0	0	0	0	0
15Y	296	552	15	15	25	2	16	0	20	1	16	0
17C	40	40	798	798	5	1	25	18	5	1	0	0
17E	40	40	798	798	0	0	53	1	0	0	0	0
19D	40	40	15	15	79	17	14	4	79	17	14	4
19K	40	40	15	15	24	9	13	18	24	9	13	18
25B	443	508	499	519	192	9	40	14	55	4	23	11
25C	466	798	15	15	12	1	1	1	3	0	1	1

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2018
CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)**

MOS	...SGT...				...SSG...				...SGT...				...SSG...			
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ		
25D	NA	NA	15	15	NA	NA	3	0	NA	NA	3	0	NA	NA		
25E	798	798	15	15	0	0	0	0	0	0	0	0	0	0		
25L	427	798	544	798	36	0	22	0	11	0	2	0	2	0		
25M	611	798	15	15	22	0	0	2	2	0	0	2	0	2		
25N	40	40	421	470	15	5	12	6	15	5	7	6	7	6		
25P	40	40	542	798	3	0	24	2	3	0	1	0	1	0		
25Q	395	395	798	798	63	14	21	3	10	3	0	0	0	0		
25R	677	798	15	15	24	0	0	1	1	0	0	1	0	1		
25S	512	515	509	798	81	12	28	0	20	4	4	0	4	0		
25U	431	431	15	15	68	14	0	0	10	4	0	0	0	0		
25V	488	489	544	569	23	2	7	1	1	2	1	1	1	1		
27D	40	40	15	15	13	5	1	0	13	5	1	0	1	0		
29E	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)	(SEE 17E)		
31B	403	428	569	572	159	29	204	23	51	17	25	4	25	4		
31D	40	40	608	798	1	0	63	17	1	0	5	0	5	0		
31E	40	40	398	798	9	1	7	0	9	1	1	0	1	0		
31K	798	798	15	15	21	1	0	0	0	0	0	0	0	0		
35F	184	238	15	15	42	26	2	0	42	26	2	0	2	0		
35G	270	270	15	15	9	3	2	0	9	3	2	0	2	0		
35L	40	40	502	506	2	0	14	6	2	0	1	3	2	3		
35M	40	40	15	15	20	3	2	1	20	3	2	1	2	1		
35N	475	512	533	533	139	13	33	12	19	2	3	5	19	5		
35P	798	798	798	798	0	0	1	0	0	0	0	0	0	0		
35PAD	798	798	798	798	40	0	16	0	0	0	0	0	0	0		
35PAE	798	798	798	798	2	0	0	0	0	0	0	0	0	0		
35PAP	508	798	412	798	1	0	0	0	1	0	0	0	0	0		
35PAV	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)	(SEE 35PAD)		
35PCM	389	798	670	798	8	0	8	0	5	0	1	0	5	0		
35PDG	447	798	798	798	3	0	0	0	3	0	0	0	3	0		
35PFR	798	798	798	798	1	1	7	1	0	0	0	0	0	0		
35PJN	798	798	798	798	0	0	0	0	0	0	0	0	0	0		
35PKP	798	798	798	798	0	0	18	0	0	0	0	0	0	0		
35PPF	798	798	798	798	11	0	0	0	0	0	0	0	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)	(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)	(SEE 35PPV)	(SEE 35PPV)		
35PPV	300	798	798	798	1	0	0	0	1	0	0	0	1	0		
35PQB	585	798	673	798	22	0	13	0	2	0	4	0	2	0		
35PRU	798	798	386	798	0	0	1	0	0	0	1	0	0	0		
35PTA	798	798	798	798	1	0	0	0	0	0	0	0	0	0		
35Q	520	520	15	15	22	3	0	0	1	1	0	0	1	0		
35S	40	40	538	548	13	0	51	1	13	0	5	1	13	1		
35T	798	798	15	15	5	3	1	0	0	0	1	0	0	0		
36B	555	555	15	15	26	17	1	5	2	5	1	5	2	5		
37F	NA	NA	798	798	NA	NA	241	52	NA	NA	0	0	NA	NA		
42A	474	474	15	15	286	55	37	18	78	25	37	18	78	18		
42R	798	798	798	798	95	29	124	22	0	0	0	0	0	0		

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2018

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
46Q	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)
46R	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)	(SEE 46S)
46S	40	40	589	589	1	0	16	3	1	0	1	1
51C	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
56M	40	40	798	798	10	9	20	0	10	9	0	0
68A	428	454	537	537	26	5	14	11	15	3	6	8
68B	798	798	15	15	12	2	0	0	0	0	0	0
68C	508	508	15	15	66	12	0	1	1	3	0	1
68D	604	798	798	798	75	3	11	1	1	0	0	0
68E	666	798	717	798	154	9	24	2	5	0	3	0
68F	40	40	798	798	3	1	10	3	3	1	0	0
68G	549	798	798	798	30	3	4	1	1	0	0	0
68H	798	798	638	798	13	6	3	0	0	0	1	0
68J	502	578	588	623	40	8	13	3	7	2	4	2
68K	592	798	672	798	198	12	32	3	10	0	1	0
68L	798	798	798	798	11	0	6	1	0	0	0	0
68M	497	798	517	798	19	1	5	1	1	0	1	0
68N	40	40	798	798	0	0	2	0	0	0	0	0
68P	610	731	674	798	87	5	23	2	1	1	2	0
68Q	798	798	798	798	54	6	22	2	0	0	0	0
68R	505	798	589	657	54	4	13	3	12	0	11	1
68S	458	468	15	15	16	2	4	0	4	1	4	0
68T	606	606	798	798	52	4	2	2	0	1	0	0
68U	798	798	798	798	3	0	2	0	0	0	0	0
68V	798	798	687	798	0	0	27	0	0	0	2	0
68W	467	480	15	15	413	66	80	13	104	27	80	13
68X	501	798	798	798	43	2	7	0	2	0	0	0
68Y	40	40	496	798	1	0	1	3	1	0	1	0
74D	40	40	15	15	32	17	3	0	32	17	3	0
79R	NA	NA	15	15	NA	NA	2	0	NA	NA	2	0
79S	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
88H	275	358	490	556	12	6	17	4	10	6	8	1
88K	40	40	15	15	0	1	0	1	0	1	0	1
88L	40	40	479	798	2	0	7	0	2	0	1	0
88M	384	385	15	15	119	48	27	4	25	11	27	4
88N	40	40	235	432	13	2	16	3	13	2	13	3
89A	40	40	NA	NA	4	0	NA	NA	4	0	NA	NA
89B	40	40	15	15	20	3	20	10	20	3	20	10
89D	534	798	15	15	47	1	6	1	9	0	6	1

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2018

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
91A	40	40	406	450	7	2	13	4	7	2	2	3
91B	332	345	616	617	179	31	339	27	77	15	42	4
91C	434	434	705	798	61	5	91	4	8	2	5	0
91D	467	471	685	798	78	6	78	6	10	4	6	0
91E	798	798	798	798	16	0	30	9	0	0	0	0
91F	443	798	798	798	43	8	25	0	7	0	0	0
91G	(SEE 94Y)	NA	NA	NA	(SEE 94Y)	NA	NA	NA	(SEE 94Y)	NA	NA	NA
91H	40	40	502	798	14	1	22	2	14	1	1	0
91J	798	798	NA	NA	29	0	NA	NA	0	0	NA	NA
91L	798	798	798	798	7	3	3	4	0	0	0	0
91M	40	40	376	798	6	2	5	1	6	2	1	0
91P	40	40	15	15	4	0	0	0	4	0	0	0
91S	40	40	15	15	8	4	0	0	8	4	0	0
92A	518	524	734	798	186	30	359	17	15	6	2	0
92F	448	451	658	659	140	35	102	26	29	11	10	1
92G	40	40	382	798	76	10	31	6	76	10	7	0
92L	40	40	798	798	2	1	3	2	2	1	0	0
92M	40	40	15	15	1	0	1	0	1	0	1	0
92R	40	40	562	798	24	0	7	0	24	0	2	0
92S	40	40	680	798	1	1	15	0	1	1	1	0
92W	499	499	539	561	26	5	33	5	2	2	3	1
92Y	40	40	578	578	93	27	283	60	93	27	18	7
94A	40	40	15	15	0	1	0	0	0	1	0	0
94D	798	798	798	798	7	0	1	1	0	0	0	0
94E	473	798	539	798	20	2	14	4	3	0	5	0
94F	532	798	15	15	44	3	2	1	4	0	2	1
94H	40	40	15	15	1	0	0	1	1	0	0	1
94M	84	435	798	798	1	1	7	0	1	1	0	0
94P	40	40	15	15	0	0	0	0	0	0	0	0
94R	798	798	15	15	5	0	0	2	0	0	0	2
94S	40	40	448	798	2	0	7	0	2	0	3	0
94T	798	798	15	15	0	0	0	0	0	0	0	0
94Y	40	40	15	15	3	0	1	0	3	0	1	0
TOTALS					5904	899	3287	576	1993	470	627	210

AHRC-PDV-PE

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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 2018 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, 11B, 12B, 12C, 12K, 12P, 12R, 12W, 13B, 13F, 13M, 14P, 17C, 17E, 19D, 19K, 25N, 25P, 27D, 31D, 31E, 35L, 35M, 35S, 46S, 56M, 68F, 68N, 68Y, 74D, 88K, 88L, 88N, 89A, 89B, 91A, 91H, 91M, 91P, 91S, 92G, 92L, 92M, 92R, 92S, 92Y, 94A, 94H, 94P, 94S, 94Y

SSG

09L, 11B, 11C, 12B, 12C, 12D, 12H, 12M, 12N, 12T, 12Y, 13B, 13F, 13J, 13M, 13R, 14E, 14G, 14P, 14T, 15E, 15Q, 15R, 15T, 15U, 15W, 15Y, 19D, 19K, 25C, 25D, 25E, 25M, 25R, 25U, 27D, 31K, 35F, 35G, 35M, 35Q, 35T, 36B, 42A, 51C, 68B, 68C, 68S, 68W, 74D, 79R, 79S, 88K, 88M, 89B, 89D, 91P, 91S, 92M, 94A, 94F, 94H, 94P, 94R, 94T, 94Y

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