



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 December 2018

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 2019 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 November 2018 through 4 December 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.

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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 November 2018 through 8 December 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 January 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 1-28 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 January 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:



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.

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 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
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	450	798	798	798	29	0	30	1	3	0	0	0
25M	798	798	15	15	21	0	0	1	0	0	0	1
25N	40	40	480	524	4	4	17	4	4	4	5	2
25P	40	40	798	798	1	1	23	3	1	1	0	0
25Q	384	395	530	555	77	14	30	8	19	4	13	4
25R	625	798	15	15	23	0	0	0	1	0	0	0
25S	541	798	798	798	77	11	29	4	4	0	0	0
25U	371	396	15	15	73	18	9	3	35	10	9	3
25V	798	798	798	798	23	0	6	0	0	0	0	0
27D	40	40	15	15	1	5	5	3	1	5	5	3
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)
31B	354	383	547	560	136	29	249	48	59	22	48	11
31D	40	40	798	798	1	1	67	19	1	1	0	0
31E	40	40	479	492	1	0	19	5	1	0	5	2
31K	639	798	15	15	22	0	0	0	1	0	0	0
35F	146	146	15	15	17	8	36	18	17	8	36	18
35G	223	223	15	15	9	3	11	3	9	3	11	3
35L	40	40	798	798	0	0	31	7	0	0	0	0
35M	40	40	15	15	11	0	7	10	11	0	7	10
35N	798	798	623	623	136	18	48	14	0	0	1	1
35P	798	798	798	798	0	0	1	0	0	0	0	0
35PAD	798	798	798	798	39	0	14	0	0	0	0	0
35PAE	798	798	574	574	4	1	0	1	0	0	0	1
35PAP	515	798	798	798	1	0	0	0	1	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)
35PCM	306	798	798	798	3	0	8	0	2	0	0	0
35PDG	616	798	412	798	2	0	1	0	2	0	1	0
35PFR	798	798	798	798	1	1	8	1	0	0	0	0
35PJN	798	798	798	798	0	0	0	0	0	0	0	0
35PKP	798	798	702	798	0	0	17	0	0	0	1	0
35PPF	798	798	529	529	12	0	2	1	0	0	2	1
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	581	798	0	0	2	0	0	0	2	0
35PQB	562	798	798	798	18	0	9	0	3	0	0	0
35PRU	303	798	527	798	3	0	3	0	3	0	3	0
35PTA	798	798	798	798	1	0	0	0	0	0	0	0
35Q	429	798	370	370	28	1	0	2	15	0	0	2
35S	282	319	536	798	11	5	50	0	8	5	2	0
35T	392	403	15	15	8	4	7	1	5	3	7	1
36B	798	798	798	798	33	17	1	9	0	0	0	0
37F	NA	NA	798	798	NA	NA	246	58	NA	NA	0	0
42A	536	537	15	15	253	37	7	6	7	3	7	6

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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
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	798	798	3	1	16	2	3	1	0	0
51C	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
56M	40	40	586	798	5	6	34	3	5	6	5	0
68A	798	798	557	557	12	5	8	3	0	0	0	1
68B	798	798	315	315	12	2	0	2	0	0	0	1
68C	447	447	15	15	68	10	11	1	15	5	11	1
68D	557	798	665	798	78	3	22	1	6	0	4	0
68E	798	798	732	798	155	9	21	2	0	0	1	0
68F	40	40	798	798	1	0	9	3	1	0	0	0
68G	492	492	404	404	32	3	4	1	5	1	3	1
68H	798	798	578	798	14	6	2	0	0	0	1	0
68J	498	798	565	608	36	4	10	1	4	0	5	1
68K	600	636	664	798	193	16	32	3	4	1	2	0
68L	798	798	798	798	11	0	8	1	0	0	0	0
68M	452	476	466	798	18	1	4	1	5	1	3	0
68N	496	798	798	798	1	0	1	0	1	0	0	0
68P	585	600	663	798	90	4	27	3	6	1	4	0
68Q	566	798	624	798	56	6	22	2	8	0	4	0
68R	541	562	573	628	54	6	3	2	4	1	1	1
68S	451	798	501	543	15	1	5	2	6	0	4	1
68T	591	798	609	609	58	2	2	2	3	0	1	1
68U	798	798	798	798	4	0	2	0	0	0	0	0
68V	798	798	658	798	0	0	24	0	0	0	3	0
68W	468	469	15	15	349	57	4	2	53	17	4	2
68X	530	798	717	717	44	3	11	3	3	0	0	1
68Y	40	40	434	434	2	0	0	3	2	0	0	1
74D	40	40	15	15	12	13	19	9	12	13	19	9
79R	NA	NA	15	15	NA	NA	1	0	NA	NA	1	0
79S	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
88H	332	373	598	640	9	2	16	8	6	1	2	2
88K	40	40	15	15	1	1	1	1	1	1	1	1
88L	40	40	389	798	2	0	5	0	2	0	2	0
88M	361	371	15	15	121	40	25	20	32	15	25	20
88N	40	40	604	684	8	2	14	9	8	2	1	1
89A	40	40	NA	NA	3	0	NA	NA	3	0	NA	NA
89B	40	40	15	15	7	1	7	2	7	1	7	2
89D	504	798	15	15	41	0	4	2	14	0	4	2

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	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...	
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ
91A	40	40	798	798	2	1	15	1	2	1	0	0
91B	296	306	597	600	160	22	352	44	71	15	48	11
91C	418	419	701	798	61	4	105	8	9	3	5	0
91D	560	798	798	798	76	3	71	6	1	0	0	0
91E	297	798	619	648	18	0	29	9	11	0	6	1
91F	392	439	602	798	41	8	24	0	13	2	8	0
91G	(SEE 94Y)	NA	NA	NA	(SEE 94Y)	NA	NA	NA	(SEE 94Y)	NA	NA	NA
91H	40	40	798	798	7	0	29	3	7	0	0	0
91J	798	798	NA	NA	32	0	NA	NA	0	0	NA	NA
91L	798	798	798	798	8	3	10	5	0	0	0	0
91M	40	40	558	558	5	0	10	5	5	0	0	1
91P	40	40	15	15	1	0	0	0	1	0	0	0
91S	798	798	15	15	6	0	0	0	0	0	0	0
92A	476	492	695	699	192	31	387	25	32	9	23	5
92F	474	474	798	798	125	27	92	24	8	2	0	0
92G	40	40	798	798	19	5	45	14	19	5	0	0
92L	40	40	798	798	0	0	3	2	0	0	0	0
92M	40	40	15	15	1	0	1	1	1	0	1	1
92R	40	40	798	798	6	2	8	3	6	2	0	0
92S	40	40	798	798	1	2	13	0	1	2	0	0
92W	798	798	688	798	37	4	37	5	0	0	1	0
92Y	40	40	798	798	49	15	267	54	49	15	0	0
94A	40	40	15	15	0	1	0	0	0	1	0	0
94D	431	798	319	319	7	0	1	1	2	0	0	1
94E	448	490	499	499	20	3	9	4	4	2	3	2
94F	545	798	15	15	43	3	0	0	1	0	0	0
94H	364	364	15	15	2	1	0	0	0	1	0	0
94M	798	798	798	798	2	2	7	0	0	0	0	0
94P	520	798	15	15	1	0	0	0	1	0	0	0
94R	798	798	798	798	5	0	0	0	0	0	0	0
94S	40	40	408	798	0	0	4	0	0	0	2	0
94T	798	798	15	15	0	0	0	0	0	0	0	0
94Y	40	40	15	15	0	0	2	0	0	0	2	0
TOTALS					4966	680	3668	846	1150	275	786	348

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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 January 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, 11B, 12B, 12C, 12K, 12P, 12R, 12W, 13B, 13F, 13M, 14P, 15N, 15Y, 17C, 17E, 19D, 19K, 25N, 25P, 27D, 31D, 31E, 35L, 35M, 46S, 56M, 68F, 68Y, 74D, 88K, 88L, 88N, 89A, 89B, 91A, 91H, 91M, 91P, 92G, 92L, 92M, 92R, 92S, 92Y, 94A, 94S, 94Y

SSG

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

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