



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

AHRC-PDV-PE

23 December 2019

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 2020 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 November 2019 through 4 December 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 November 2019 through 8 December 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 January 2020 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 January 2020, 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 preceding 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, 19-299, 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).

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2020**

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	0	1	1	0	0	1	1
11B	112	150	15	15	257	87	73	40	257	87	73	40
11C	171	300	15	15	31	11	7	3	31	11	7	3
12B	319	330	798	798	47	22	84	27	19	11	0	0
12C	40	40	798	798	3	6	5	6	3	6	0	0
12D	798	798	15	15	0	0	1	0	0	0	1	0
12H	NA	NA	15	15	NA	NA	2	1	NA	NA	2	1
12K	40	40	NA	NA	1	1	NA	NA	1	1	NA	NA
12M	798	798	15	15	7	1	0	1	0	0	0	1
12N	434	444	581	798	176	37	35	3	11	3	3	0
12P	40	40	798	798	0	0	14	0	0	0	0	0
12R	40	40	NA	NA	1	0	NA	NA	1	0	NA	NA
12T	410	798	326	798	18	2	5	1	6	0	3	0
12W	40	40	NA	NA	1	1	NA	NA	1	1	NA	NA
12Y	277	519	15	15	5	1	0	0	5	1	0	0
13B	378	378	444	599	31	20	82	25	5	5	1	1
13F	40	40	15	15	19	17	12	13	19	17	12	13
13J	798	798	798	798	82	14	6	7	0	0	0	0
13M	40	40	15	15	2	1	2	6	2	1	2	6
13R	798	798	387	387	67	11	5	7	0	0	2	1
14E	544	544	798	798	86	9	21	7	0	1	0	0
14G	460	490	386	386	77	15	22	22	7	4	3	9
14H	798	798	604	798	43	4	55	12	0	0	1	0
14P	319	319	433	466	4	4	7	6	1	1	1	1
14T	476	497	421	436	166	14	41	10	6	1	4	1
15B	498	798	798	798	53	5	27	6	5	0	0	0
15D	537	798	529	798	64	2	16	2	2	0	3	0
15E	798	798	798	798	66	8	33	8	0	0	0	0
15F	559	798	798	798	33	3	18	2	1	0	0	0
15G	559	798	798	798	75	1	32	2	3	0	0	0
15H	532	532	798	798	31	7	26	5	0	1	0	0
15N	227	798	798	798	4	0	27	3	4	0	0	0
15P	411	441	597	612	40	9	44	13	15	2	6	2
15Q	208	798	15	15	12	0	2	5	12	0	2	5
15R	563	798	567	571	152	2	53	12	3	0	2	1
15T	40	40	15	15	19	10	9	3	19	10	9	3
15U	197	798	15	15	12	0	6	0	12	0	6	0
15W	286	411	196	266	12	2	12	8	12	2	12	8
15Y	40	40	480	798	7	1	9	1	7	1	4	0
17C	40	40	489	492	7	4	25	10	7	4	4	3
17E	40	40	798	798	0	0	54	3	0	0	0	0
19D	182	182	15	15	45	24	15	15	45	24	15	15
19K	40	40	15	15	19	14	8	7	19	14	8	7
25B	408	427	613	620	210	22	44	17	44	7	2	2
25C	40	40	519	628	4	1	11	3	4	1	2	1
25D	NA	NA	15	15	NA	NA	0	0	NA	NA	0	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
25E	798	798	15	15	0	0	0	0	0	0	0	0
25L	481	798	798	798	12	2	20	2	1	0	0	0
25M	798	798	15	15	5	1	0	0	0	0	0	0
25N	460	798	798	798	66	7	19	16	4	0	0	0
25P	798	798	798	798	4	0	36	7	0	0	0	0
25Q	445	449	798	798	128	10	20	7	4	2	0	0
25R	798	798	15	15	14	1	0	0	0	0	0	0
25S	798	798	655	655	185	19	68	6	0	0	1	1
25U	412	412	798	798	56	15	27	7	9	5	0	0
25V	798	798	521	798	40	2	10	1	0	0	2	0
27D	798	798	15	15	5	9	7	7	0	0	7	7
31B	407	429	608	625	107	35	107	20	16	14	5	1
31D	40	40	609	609	0	2	83	13	0	2	4	4
31E	40	40	15	15	9	1	0	0	9	1	0	0
31K	529	798	798	798	43	2	1	0	1	0	0	0
35F	166	166	15	15	33	20	5	9	33	20	5	9
35G	429	461	15	15	41	9	0	0	6	3	0	0
35L	40	40	503	579	0	0	44	4	0	0	7	1
35M	40	40	798	798	13	4	19	20	13	4	0	0
35N	492	492	366	798	187	32	2	0	4	6	2	0
35P	798	798	798	798	20	1	8	0	0	0	0	0
35PAE	414	798	798	798	10	0	0	0	4	0	0	0
35PAP	493	798	798	798	2	0	0	0	2	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	447	798	575	798	2	0	4	0	2	0	1	0
35PDG	193	798	798	798	2	0	0	0	2	0	0	0
35PFR	419	798	762	798	1	0	7	0	1	0	1	0
35PJN	798	798	798	798	0	0	0	0	0	0	0	0
35PKP	798	798	798	798	0	0	20	0	0	0	0	0
35PPF	798	798	798	798	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)
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	339	798	798	798	1	0	0	0	1	0	0	0
35PQB	798	798	798	798	26	1	7	0	0	0	0	0
35PRU	385	798	798	798	2	0	0	0	2	0	0	0
35PTA	798	798	798	798	2	0	0	0	0	0	0	0
35Q	558	558	798	798	6	2	0	1	0	1	0	0
35S	40	40	798	798	6	2	11	4	6	2	0	0
35T	798	798	15	15	27	2	1	0	0	0	1	0
36B	291	446	15	15	12	4	3	4	12	4	3	4
37F	NA	NA	15	15	NA	NA	2	3	NA	NA	2	3
38B	NA	NA	15	15	NA	NA	1	0	NA	NA	1	0
42A	519	519	536	537	381	75	50	17	18	13	20	8
42R	798	798	798	798	105	24	139	20	0	0	0	0
46S	40	40	681	798	3	1	37	4	3	1	1	0

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	...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	3	1	NA	NA	3	1
56M	40	40	798	798	12	2	49	8	12	2	0	0
68A	545	798	798	798	38	9	19	9	7	0	0	0
68B	798	798	798	798	15	9	0	3	0	0	0	0
68C	798	798	798	798	149	21	19	5	0	0	0	0
68D	798	798	798	798	99	5	22	1	0	0	0	0
68E	798	798	798	798	170	11	29	2	0	0	0	0
68F	40	40	798	798	0	0	11	2	0	0	0	0
68G	491	798	798	798	42	11	16	1	5	0	0	0
68H	798	798	798	798	21	5	3	2	0	0	0	0
68J	556	556	609	798	60	12	14	0	1	2	2	0
68K	798	798	798	798	236	11	55	4	0	0	0	0
68L	798	798	798	798	18	0	5	0	0	0	0	0
68M	798	798	506	549	16	6	8	1	0	0	1	1
68N	798	798	798	798	4	1	2	0	0	0	0	0
68P	798	798	798	798	118	7	30	2	0	0	0	0
68Q	575	798	798	798	57	3	20	3	2	0	0	0
68R	556	798	661	661	62	2	15	1	4	0	0	1
68S	496	798	15	15	13	2	0	1	1	0	0	1
68T	564	564	798	798	71	5	10	0	3	2	0	0
68U	798	798	798	798	11	1	2	1	0	0	0	0
68V	798	798	798	798	0	0	27	0	0	0	0	0
68W	491	499	15	15	594	129	38	10	68	29	38	10
68X	503	506	615	639	50	19	11	2	7	3	1	1
68Y	455	455	798	798	10	1	3	4	0	1	0	0
74D	40	40	15	15	17	13	22	16	17	13	22	16
79R	NA	NA	15	15	NA	NA	4	0	NA	NA	4	0
79S	NA	NA	798	798	NA	NA	13	2	NA	NA	0	0
88H	185	196	523	798	13	8	11	2	9	8	2	0
88K	798	798	798	798	2	3	8	4	0	0	0	0
88L	40	40	15	15	3	1	3	1	3	1	3	1
88M	304	326	470	487	186	25	50	21	63	16	29	14
88N	40	40	475	475	14	6	25	16	14	6	1	2
89A	40	40	NA	NA	2	1	NA	NA	2	1	NA	NA
89B	271	305	341	452	25	5	9	5	16	3	9	4
89D	40	40	15	15	2	0	6	1	2	0	6	1
91A	40	40	457	475	4	1	38	11	4	1	3	1
91B	413	423	798	798	365	59	165	24	37	9	0	0
91C	537	798	798	798	93	11	137	10	2	0	0	0
91D	515	563	738	798	133	15	84	4	8	1	1	0

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	...SGT...		...SSG...		...SGT...		...SSG...		...SGT...		...SSG...		
	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	
91E	346	355	645	798	25	6	32	2	5	1	3	0	
91F	411	423	680	798	55	8	24	1	6	3	2	0	
91H	40	40	798	798	4	4	5	4	4	4	0	0	
91J	570	798	NA	NA	55	7	NA	NA	2	0	NA	NA	
91L	417	798	798	798	35	6	7	2	2	0	0	0	
91M	40	40	351	419	3	1	24	6	3	1	7	3	
91P	40	40	798	798	1	0	8	1	1	0	0	0	
91S	139	224	15	15	8	2	0	0	8	2	0	0	
92A	451	451	717	733	225	35	338	18	20	7	5	1	
92F	478	481	665	670	312	45	161	27	29	11	24	3	
92G	379	391	798	798	175	30	156	39	16	3	0	0	
92L	798	798	798	798	0	0	0	0	0	0	0	0	
92M	172	230	15	15	2	1	0	3	2	1	0	3	
92R	439	798	798	798	45	5	8	2	7	0	0	0	
92S	40	40	798	798	0	0	11	1	0	0	0	0	
92W	462	467	638	638	77	8	45	12	7	2	1	1	
92Y	40	40	590	591	57	26	261	35	57	26	6	3	
94A	292	292	15	15	0	1	0	0	0	1	0	0	
94D	455	798	798	798	7	0	3	0	1	0	0	0	
94E	453	457	15	15	56	4	0	0	8	3	0	0	
94F	798	798	798	798	71	7	5	2	0	0	0	0	
94H	291	798	15	15	1	0	0	0	1	0	0	0	
94M	798	798	798	798	12	2	3	0	0	0	0	0	
94P	40	40	798	798	0	1	2	0	0	1	0	0	
94R	798	798	798	798	23	1	2	2	0	0	0	0	
94S	40	40	15	15	1	1	0	0	1	1	0	0	
94T	128	798	15	15	2	0	0	0	2	0	0	0	
94Y	343	798	15	15	2	0	0	0	2	0	0	0	
TOTALS					7524	1297	3790	832	1213	460	427	231	

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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 2020 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, 12C, 12K, 12P, 12R, 12W, 13F, 13M, 15T, 15Y, 17C, 17E, 19K, 25C, 31D, 31E, 35L, 35M, 35S, 46S, 56M, 68F, 74D, 88L, 88N, 89A, 89D, 91A, 91H, 91M, 91P, 92S, 92Y, 94P, 94S.

**SSG**

09L, 11B, 11C, 12D, 12H, 12M, 12Y, 13F, 13M, 15Q, 15T, 15U, 19D, 19K, 25D, 25E, 25M, 25R, 27D, 31E, 35F, 35G, 35T, 36B, 37F, 38B, 51C, 68S, 68W, 74D, 79R, 88L, 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.