



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

AHRC-PDV-PE (RN 600-8-19h)

17 February 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 March 2023 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 10 January 2023 through 26 January 2023 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 70 months' time in service (TIS) and 16 month's time in grade (TIG).
 - c. To SSG **secondary** zone: SGT with minimum 46 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 34 months TIS and 10 months TIG.
 - f. To SGT **secondary** zone: CPL/SPC with minimum 16 months TIS and 4 months TIG.
 - g. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-1.

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4. Soldiers (including Soldiers currently in the rank of SGT under the provisions of Mandatory List Integration (MLI)) who are otherwise eligible, held recommended list status and have all supporting data entered into the systems of record as of 26 January 2023 who meet or exceed the cutoff score as they appear beginning on page 5, and the criteria listed below, may be promoted effective 1 March 2023 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 months TIS and 8 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. 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 passing record Army Physical Fitness Test on the promotion effective date 1 March 2023, are not flagged and not barred to continued service. Soldiers without asterisks are graduates of BLC for promotion to SGT and ALC for promotion to SSG. Soldiers with 1 asterisk are assigned or attached to an SFAB they are not temporary promotions and Soldiers with 2 asterisks are temporary promotions.

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:



NEPHOTERIA S. O'MEALLY
SGM, USA
Chief, Enlisted Promotions
Promotions Branch

REMINDERS/GENERAL INFORMATION:

1. **MILPER Message 23-022**, Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined within this MILPER Message related to Army Physical Fitness Test (APFT), weapon qualifications, and Distance Learning (DL) / Army e-Learning Courses. Additional guidance is provided on submission of Administrative System Correction (ASC). Refer to MILPER Message 23-022 for additional information (click [HERE](#)).
2. Weapon Scores into Digital Training Management System (DTMS), **dated 03 January 2023**, refer to HRC web page by clicking [HERE](#).
3. **Temporary Promotion to Promote Soldiers without Requisite Professional Military Education (PME) – Expanded Policy** – Refer to Memorandum HQDA (DAPE-ZA), Subject: Calendar Year 2023 (CY23) Noncommissioned Officer (NCO Promotions), 01 December 2022. All previous Memorandums issued by HQDA (DAPE-ZA) and MILPER Messages referencing Temporary Promotions are only effective for the year referenced in the message. Refer to HRC web page by clicking [HERE](#).
4. **Supplement to Fiscal Year 21 (FY21) Noncommissioned Officer (NCO) Evaluation Boards (Monthly Promotion Selection Policy)** - Effective with the May 2021 promotion month, new monthly promotion timelines for promotions to SGT through SGM. Most notably is the unit promotion board will now be held from the 10th to the 26th of each month. Records will have to be updated by the 26th of each month for promotion consideration on the first day of the second month. For promotion selections for 1 March 2023 changed when all records needed to be updated, **for example, eligibility for 1 March 2023 promotion pin on selection will be as of 31 January 2023, with a requirement to have supporting data entered into systems of record, no later than 26 January 2023.**
5. **Army Directive 2022-05, (Army Combat Fitness Test), dated 23 March 2021.** Commanders / First Sergeants should be aware of the updated provisions afforded to Soldiers, with the opportunity to fairly compete for promotion or other personnel and administrative requirements. Click [HERE](#) to review the Army Directive 2022-05.
6. **ALARACT 046/2022, Execution of Personnel Policy for the Army Combat Fitness Test (ACFT), dated 06 July 2022.** Commanders / First Sergeants should be aware of the updated provisions afforded to Soldiers. Specific guidance related to flag action and enlisted promotions are contained within Paragraph 5.B and 5.E. Click [HERE](#) to view the ALARACT 046/2022.
7. **Invalid promotion boards** - Promotion boards must be conducted between the 10th through the 26th 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.

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8. **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 <https://armypubs.army.mil/> .
9. **MILPER Messages** – Unit S1, MPD personnel, and Soldiers, should review the following messages: [21-044](#), [21-045](#), [21-205](#), [21-419](#), [22-361](#), [22-402](#), [22-436](#), [23-015](#), [23-022](#) and [23-038](#).
10. Jr. enlisted promotion inquiries, email usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@army.mil.

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MARCH 2023

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
11B	332	337	391	395	1219	179	909	300	238	35	65	32
11C	323	329	15	15	170	22	15	3	25	8	15	3
12B	306	317	448	448	211	32	302	87	32	4	6	6
12C	40	40	382	798	3	1	32	6	3	1	2	0
12D	40	40	798	798	3	2	4	0	3	2	0	0
12H	NA	NA	238	273	NA	NA	10	6	NA	NA	4	2
12K	299	299	NA	NA	2	1	NA	NA	0	1	NA	NA
12M	431	798	798	798	11	2	2	2	1	0	0	0
12N	798	798	798	798	244	13	165	40	0	0	0	0
12P	40	40	798	798	0	0	66	3	0	0	0	0
12R	798	798	NA	NA	12	3	NA	NA	0	0	NA	NA
12T	422	426	798	798	24	3	4	1	2	1	0	0
12W	179	798	NA	NA	8	0	NA	NA	5	0	NA	NA
12Y	798	798	472	472	32	6	5	6	0	0	1	1
13B	181	181	402	410	71	22	194	70	40	14	8	5
13F	40	40	339	339	18	14	92	50	18	14	10	10
13J	350	350	361	383	196	23	60	23	15	1	14	5
13M	98	200	15	15	7	2	2	5	7	2	2	5
13R	386	414	338	363	75	11	9	5	4	1	2	2
14E	491	798	798	798	258	13	77	27	3	0	0	0
14G	798	798	534	534	174	15	63	28	0	0	1	2
14H	421	798	798	798	108	5	73	13	6	0	0	0
14P	798	798	798	798	57	7	49	39	0	0	0	0
14T	487	798	798	798	297	31	86	21	5	0	0	0
15B	798	798	798	798	133	6	26	10	0	0	0	0
15C	798	798	798	798	175	0	48	14	0	0	0	0
15D	594	798	668	798	147	5	57	3	4	0	2	0
15E	562	798	798	798	217	3	58	3	4	0	0	0
15F	798	798	798	798	89	2	35	4	0	0	0	0
15G	798	798	798	798	134	3	37	9	0	0	0	0
15H	518	798	798	798	85	0	44	2	1	0	0	0
15M	798	798	798	798	45	5	29	8	0	0	0	0
15N	493	798	798	798	62	4	77	4	1	0	0	0
15P	306	393	491	492	53	7	66	22	14	1	8	2
15Q	377	409	356	356	67	8	7	4	5	1	0	2
15R	583	798	798	798	624	8	215	30	1	0	0	0
15T	523	798	573	798	602	12	292	60	1	0	5	0
15U	441	798	575	798	218	9	145	24	7	0	3	0
15W	512	798	580	592	256	4	78	24	9	0	3	2
15Y	518	798	798	798	217	5	132	17	1	0	0	0
17C	84	798	15	15	3	0	0	2	3	0	0	2
17E	40	40	392	798	0	1	39	3	0	1	7	0
19D	314	317	340	340	356	47	163	55	60	8	12	5
19K	40	40	15	15	12	6	18	6	12	6	18	6
25B	798	798	798	798	805	55	490	103	0	0	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
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
25H	490	492	798	798	692	45	570	66	13	4	0	0
25L	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)
25N	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)
25Q	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)	(SEE 25H)
25R	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)	(SEE 46T)
25S	798	798	798	798	266	25	207	30	0	0	0	0
25U	501	502	636	798	857	31	756	87	23	2	12	0
25V	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)	(SEE 46V)
27D	372	798	479	479	52	6	86	42	3	0	0	1
31B	383	383	506	508	293	35	281	96	25	8	11	2
31D	40	40	798	798	0	0	75	15	0	0	0	0
31E	342	374	581	581	30	6	126	33	5	1	0	2
31K	575	798	798	798	97	2	29	3	2	0	0	0
35F	798	798	501	501	381	81	148	90	0	0	0	3
35G	798	798	798	798	246	20	84	22	0	0	0	0
35L	40	40	509	509	2	2	51	10	2	2	1	1
35M	356	798	460	511	101	3	59	23	13	0	5	1
35N	427	466	467	798	262	23	78	24	12	2	9	0
35P	798	798	798	798	5	1	10	2	0	0	0	0
35PAD	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)
35PAE	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)
35PAP	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)
35PAV	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)
35PAZ	798	798	576	798	0	0	34	7	0	0	3	0
35PCM	798	798	798	798	0	0	2	0	0	0	0	0
35PDG	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)	(SEE 35PAZ)
35PFR	798	798	798	798	0	0	0	1	0	0	0	0
35PKP	215	798	569	798	1	0	16	5	1	0	1	0
35PPF	137	798	798	798	1	0	19	3	1	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)
35PPV	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)	(SEE 35PPF)
35PQB	476	798	798	798	31	1	13	1	2	0	0	0
35PRU	798	798	798	798	0	0	3	1	0	0	0	0
35S	40	40	798	798	5	1	37	16	5	1	0	0
35T	798	798	481	487	150	1	50	18	0	0	2	5
36B	513	522	206	363	51	12	6	3	2	1	6	3
37F	NA	NA	15	15	NA	NA	0	4	NA	NA	0	4
38R	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
38W	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
42A	798	798	798	798	784	97	521	144	0	0	0	0
42R	798	798	798	798	27	7	73	11	0	0	0	0
46S	40	40	798	798	1	2	33	5	1	2	0	0
46T	798	798	798	798	26	2	14	4	0	0	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
46V	798	798	798	798	91	2	43	9	0	0	0	0
51C	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0
56M	481	481	798	798	53	12	119	26	0	1	0	0
68A	413	453	798	798	30	7	18	16	4	3	0	0
68B	413	798	798	798	6	1	1	5	1	0	0	0
68C	523	552	798	798	180	6	162	30	5	1	0	0
68D	798	798	609	798	93	8	49	16	0	0	1	0
68E	798	798	682	798	163	2	77	20	0	0	2	0
68F	40	40	798	798	0	2	31	7	0	2	0	0
68G	798	798	798	798	38	3	33	13	0	0	0	0
68H	798	798	798	798	23	0	8	1	0	0	0	0
68J	798	798	798	798	80	7	62	21	0	0	0	0
68K	575	798	633	633	218	7	91	18	6	0	0	2
68L	798	798	798	798	2	0	17	1	0	0	0	0
68M	798	798	798	798	10	1	9	4	0	0	0	0
68P	557	798	798	798	156	3	68	11	1	0	0	0
68Q	482	798	646	798	46	2	43	6	3	0	3	0
68R	798	798	798	798	113	5	115	18	0	0	0	0
68S	798	798	798	798	30	0	34	14	0	0	0	0
68T	798	798	798	798	70	5	54	3	0	0	0	0
68V	798	798	798	798	0	0	72	3	0	0	0	0
68W	433	446	598	623	867	124	806	210	42	10	20	3
68X	524	798	798	798	85	15	96	14	1	0	0	0
68Y	40	40	798	798	0	0	16	3	0	0	0	0
74D	798	798	526	798	42	26	177	61	0	0	2	0
79R	NA	NA	798	798	NA	NA	0	0	NA	NA	0	0
79S	NA	NA	798	798	NA	NA	0	0	NA	NA	0	0
88H	798	798	798	798	129	15	107	22	0	0	0	0
88K	798	798	798	798	4	1	15	3	0	0	0	0
88L	798	798	798	798	1	1	0	0	0	0	0	0
88M	440	464	631	694	697	76	934	157	24	4	4	1
88N	407	443	520	529	76	12	80	22	6	1	1	1
89A	392	798	NA	NA	21	3	NA	NA	2	0	NA	NA
89B	565	565	465	477	252	12	97	13	1	1	5	1
89D	40	40	15	15	8	1	2	1	8	1	2	1
91A	406	406	456	798	39	5	85	14	0	1	5	0
91B	420	425	601	601	1190	76	1121	151	60	3	17	6
91C	481	798	712	798	222	6	215	28	10	0	1	0
91D	493	798	798	798	225	17	218	18	4	0	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
91E	507	798	681	798	132	7	129	13	1	0	1	0
91F	516	798	798	798	186	17	199	21	2	0	0	0
91H	330	798	514	798	66	2	64	8	9	0	2	0
91J	798	798	NA	NA	101	3	NA	NA	0	0	NA	NA
91L	437	798	471	471	33	5	48	8	1	0	1	2
91M	217	294	457	798	9	2	69	17	6	1	1	0
91P	40	40	798	798	1	0	8	5	1	0	0	0
91S	798	798	798	798	85	10	102	17	0	0	0	0
92A	534	798	798	798	747	60	740	122	10	0	0	0
92F	506	527	692	694	729	61	544	92	23	2	5	2
92G	304	308	555	798	233	17	357	46	32	3	6	0
92L	798	798	NA	NA	18	4	NA	NA	0	0	NA	NA
92M	798	798	798	798	6	3	6	8	0	0	0	0
92R	415	518	798	798	66	8	73	14	2	1	0	0
92S	798	798	798	798	26	1	16	4	0	0	0	0
92W	492	496	607	607	109	12	98	18	6	3	4	3
92Y	438	454	571	571	638	50	763	167	17	3	5	4
94A	798	798	798	798	13	0	9	1	0	0	0	0
94D	798	798	798	798	6	0	1	2	0	0	0	0
94E	479	798	798	798	93	4	18	3	2	0	0	0
94F	648	798	798	798	114	7	9	3	1	0	0	0
94H	798	798	798	798	7	2	12	3	0	0	0	0
94M	798	798	798	798	18	0	4	3	0	0	0	0
94P	40	40	798	798	1	0	5	0	1	0	0	0
94R	544	798	798	798	38	6	19	0	2	0	0	0
94S	798	798	15	15	0	0	0	0	0	0	0	0
94T	798	798	798	798	30	7	12	1	0	0	0	0
94Y	798	798	798	798	11	1	15	1	0	0	0	0
TOTALS					20637	1752	16051	3444	934	165	326	140

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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 March 2023 if more had been reflected in the

) 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, 17E, 19K, 31D, 35L, 35S, 46S, 68F, 68Y, 89D, 91P, 94P.

SSG

11C, 13M, 17C, 19K, 25D, 25E, 37F, 38R, 38W, 51C, 89D, 94S.

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

The Star Languages for the language dependent MOS 35P

MOS 35P and Language (by LIC)

SGT

AZ, CM, FR, KP, PF, RU

SSG

CM

NOTE: Soldiers holding a STAR MOS or 35P STAR Language should be given a high priority for BLC attendance due to increased promotion potential.