



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)

18 August 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 September 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 July 2023 through 26 July 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 July 2023 who meet or exceed the cutoff score as they appear beginning on page 6, and the criteria listed below, may be promoted effective 1 September 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 Fitness Test on the promotion effective date 1 September 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:



DAVID P. LITTLE
SGM, USA
Chief, Enlisted Promotions
Promotions Branch

REMINDERS/GENERAL INFORMATION:

1. HR SUPERVISORS GRANTED ACCESS / APPROVAL OF PROMOTION CONSIDERATION

ROSTERS (PCRs) – On / about 12 August 2023, the access role within the Integrated Personnel and Pay System - Army (IPPS-A) was expanded to include the role permission to approve integrations of Soldiers on the PCR. Logic behind this expanded role was linked to legacy integrations resided with this same authority (*unit S1s integrated Soldiers onto the Promotion Recommended List prior to IPPS-A*). The HR Supervisor's will still use approved board proceedings as a source document for integrations. Reference: AR 600-8-19, Figure 3-1 and Figure 3-2.

2. INTEGRATIONS NO LATER THAN 26TH DAY OF THE MONTH - GREENWICH MEAN TIME –

Integrations must be done no later than the 26th day of the month with the understanding IPPS-A operates on Greenwich Mean Time (*not the same as Eastern, Central, or Pacific Standard Time*). Unit S1s should be aware of the Greenwich Mean Time **date / time stamp** and plan accordingly when integrating Soldiers.

3. NO LONGER LISTING OF PRIMARY / SECONDARY ZONES ON HQDA CUTOFF SCORES –

Policy Reference(s):

AR 600-8-19, Paragraph 3-1, c (1) - Secondary Zone

AR 600-8-19, Paragraph 3-1, c (2) - Primary Zone

Effective with the promotion month 202308, the HQDA Cutoff Score will no longer list the cutoff scores broken down by zones (Primary / Secondary). There is no change to how Soldiers are selected only to the format of the HQDA Cutoff Score publication document. The **ONE** cutoff score is all encompassing.

Example:

SPC/CPL in the Primary Zone for SGT in MOS 11B and the ONE cutoff score of 450 promotion points would select all Soldiers with aggregate score of 450 or higher.

SPC/CPL in the Secondary Zone for SGT in MOS 11B and the ONE cutoff score of 450 promotion points would select all Soldiers with aggregate score of 450 or higher.

Normal TIS/TIG requirements still apply as outlined in AR 600-8-19, for recommendation in Table 3-1 and Pin-On in Table 3-3 (updates to TIS/TIG came with MILPER Message 21-044 and 22-436). There is no change to IPPS-A automation business rules as outlined above as the TIS/TIG requirement(s) are still enforced and deployed.

4. ASC / ARC Difference Within Integrated Personnel and Pay System – Army (IPPS-A) -

Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined MILPER Message 22-436, Paragraph 10, in which the field was advised of the Administrative Records Corrections (ARC) had a name change now called Administrative System Corrections (ASC). Requests for backdated promotions are now called Administrative System Corrections (ASC). The next iteration of AR 600-8-19, Paragraph 3-35, will reflect this name change. Unit S1s are reminded ARC request submitted via IPPS-A are not pay impacting request and do **NOT** result in the publication of a promotion orders. Refer to MILPER Message 22-436 for additional information (click [HERE](#)).

5. MILPER Message 23-128, Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined within this MILPER Message related to the amendment of MILPER Message 23-038. The line of effort for processing early promotions related to the Soldier Referral Program (SRP) is changed from unit S1s to the US Army Human Resources Command. Unit S1s should refrain from submitting IPPS-A – Special Promotion PARs on this specific Special Promotion. US Army Human Resources Command will initiate, process, and approve all qualified Soldiers via the USAREC consolidated validation roster. Refer to MILPER Message 23-128 for additional information (click [HERE](#)).

6. 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](#)).

7. Weapon Scores into Digital Training Management System (DTMS), dated 03 March 2023, refer to HRC web page by clicking [HERE](#).

8. 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](#).

9. 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 September 2023 changed when all records needed to be updated, **for example, eligibility for 1 September 2023 promotion pin on selection will be as of 31 July 2023, with a requirement to have supporting data entered into systems of record, no later than 26 July 2023.**

10. **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. **Leaders and DTMS manager are reminded of the promotion point changes in para 4.n and the need to ensure DTMS is updated with conversion of APFT to ACFT scores if Soldiers have never taken an ACFT.** Click [HERE](#) to review the Army Directive 2022-05.

11. **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.

12. **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.

13. **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/>.

14. **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](#), [23-038](#), [23-128](#), [23-175](#), [23-178](#), [23-225](#), [23-260](#), and [23-267](#).

15. Jr. Enlisted Promotion inquiries at 502-613-9013.

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING SEPTEMBER 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	507	482	1776	1267	5	15
11C	798	798	229	24	0	0
12B	170	352	45	323	32	34
12C	88	388	7	40	7	2
12D	798	798	0	0	0	0
12H	N/A	322	N/A	11	N/A	5
12K	798	N/A	1	N/A	0	N/A
12M	269	798	9	1	2	0
12N	316	537	188	189	22	9
12P	798	539	0	64	0	2
12R	194	N/A	3	N/A	3	N/A
12T	246	228	21	6	6	5
12W	798	N/A	6	N/A	0	N/A
12Y	440	203	29	4	2	4
13B	85	292	34	199	34	39
13F	60	404	27	188	27	3
13J	198	184	126	27	40	22
13M	49	134	14	5	14	5
13R	318	222	46	3	1	3
14E	307	351	222	78	14	17
14G	364	439	210	71	18	8
14H	798	798	91	83	0	0
14P	338	511	111	112	8	1
14T	420	502	327	115	1	2
15B	798	798	129	29	0	0
15C	486	569	205	52	5	1
15D	482	798	132	47	2	0
15E	431	546	159	40	10	3
15F	498	632	81	34	2	2
15G	402	571	105	45	6	2
15H	798	798	54	37	0	0
15M	798	798	53	39	0	0
15N	302	573	42	68	6	4
15P	262	493	37	68	10	5
15Q	287	370	60	13	6	6

Note 1: Cut off score of 24 signifies not enough eligible soldiers.

Note 2: Cut off score of 798 signifies no promotions needed.

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	SGT	SSG	SGT	SSG	SGT	SSG
15R	438	553	522	248	16	10
15T	309	484	481	330	53	28
15U	358	498	171	158	7	8
15W	441	552	245	90	10	6
15Y	362	798	176	138	9	0
17C	63	73	13	7	13	7
17E	122	137	6	17	6	17
19D	798	798	316	218	0	0
19K	53	89	37	36	37	36
25B	443	554	841	507	21	29
25D	N/A	798	N/A	0	N/A	0
25E	798	798	0	0	0	0
25H	400	560	619	532	22	12
25S	435	597	275	245	11	9
25U	459	577	820	817	14	24
27D	238	431	38	134	11	6
31B	278	461	283	359	79	32
31D	287	534	3	72	3	4
31E	126	516	4	140	4	11
31K	477	798	78	22	5	0
35F	430	390	488	260	8	30
35G	481	798	224	91	3	0
35L	232	399	3	48	3	13
35M	798	798	94	73	0	0
35N	312	427	272	115	44	27
35PAD			SEE 35PAZ			
35PAE			SEE 35PAZ			
35PAP			SEE 35PAZ			
35PAV			SEE 35PAZ			
35PAZ	24	798	5	41	5	0
35PCM	24	24	2	0	2	0
35PDG			SEE 35PAZ			
35PFR	310	798	3	3	1	0
35PKP	24	798	4	26	4	0
35PPF	347	798	8	20	2	0

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	SGT	SSG	SGT	SSG	SGT	SSG
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	798	798	36	19	0	0
35PRU	24	253	2	1	2	1
35S	49	412	7	46	7	4
35T	406	415	92	39	2	2
36B	798	798	114	21	0	0
37F	N/A	196	N/A	5	N/A	5
38R	N/A	101	N/A	4	N/A	4
38W	N/A	522	N/A	2	N/A	2
42A	573	548	793	570	1	20
42R	442	617	6	82	1	1
46S	97	609	4	28	4	1
46T	798	798	31	22	0	0
46V	798	798	79	53	0	0
51C	N/A	798	N/A	0	N/A	0
56M	410	542	72	155	4	7
68A	798	534	20	41	0	2
68B	162	798	3	4	1	0
68C	403	593	176	178	11	4
68D	798	623	102	66	0	1
68E	524	693	137	84	2	2
68F	798	535	0	39	0	1
68G	368	541	31	49	3	4
68H	485	589	19	7	1	1
68J	408	557	78	70	8	6
68K	493	590	192	104	9	9
68L	798	798	4	19	0	0
68M	798	521	12	17	0	1
68P	481	798	143	76	2	0
68Q	428	798	50	47	3	0
68R	422	630	103	127	7	3
68S	220	546	9	37	7	5
68T	458	598	57	52	3	3
68V	798	798	0	57	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68W	405	543	824	914	21	35
68X	386	798	57	104	1	0
68Y	91	798	3	13	3	0
74D	320	346	135	253	10	29
79R	N/A	520	N/A	1	N/A	1
79S	N/A	798	N/A	0	N/A	0
88H	798	581	140	138	0	1
88K	302	244	1	15	1	8
88L	798	297	0	1	0	1
88M	289	529	590	1078	91	66
88N	188	359	27	78	16	19
89A	224	N/A	7	N/A	3	N/A
89B	400	409	229	81	5	7
89D	124	126	7	14	7	14
91A	200	403	34	107	8	4
91B	432	550	956	1231	4	22
91C	371	604	170	229	13	9
91D	460	613	214	222	3	2
91E	412	613	106	137	3	2
91F	447	646	180	207	5	5
91H	163	372	32	63	13	8
91J	462	N/A	76	N/A	2	N/A
91L	252	456	14	41	3	2
91M	44	402	6	100	6	3
91P	256	798	3	19	1	0
91S	798	798	100	139	0	0
92A	347	628	532	801	36	25
92F	382	619	624	594	47	15
92G	217	459	137	418	31	29
92L	798	N/A	15	N/A	0	N/A
92M	264	289	17	15	6	4
92R	336	518	50	97	6	6
92S	798	798	10	17	0	0
92W	327	550	87	126	10	6
92Y	381	481	570	899	16	34

Note 1: Cut off score of 24 signifies not enough eligible soldiers.

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING SEPTEMBER 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
94A	798	798	18	13	0	0
94D	798	798	4	0	0	0
94E	413	310	61	4	2	4
94F	438	798	103	9	2	0
94H	293	798	10	16	1	0
94M	798	798	19	5	0	0
94P	798	798	0	4	0	0
94R	798	798	30	12	0	0
94S	172	178	8	4	4	4
94T	798	798	32	8	0	0
94Y	798	798	7	18	0	0
TOTALS			19227	18395	1134	962

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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 September 2023 if more had been reflected in the Integrated Personnel and Pay System – Army (IPPS-A) 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 HQDA cutoff score.

SGT

12D, 12P, 13B, 13F, 13M, 17E, 19K, 31D, 31E, 35L, 35S, 46S, 68F, 68V, 68Y, 88K, 89D, 91M, 94P.

SSG

12Y, 13M, 13R, 17C, 19K, 25D, 25E, 37F, 38R, 38W, 51C, 79R, 88L, 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)

SSG:

CM

SGT:

AZ, CM, PF, RU

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