



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)

20 October 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 November 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 September 2023 through 26 September 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 September 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 November 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 November 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 November 2023 changed when all records needed to be updated, **for example, eligibility for 1 November 2023 promotion pin on selection will be as of 30 September 2023, with a requirement to have supporting data entered into systems of record, no later than 26 September 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](#), [23-178](#), [23-260](#), and [23-418](#).

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

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING NOVEMBER 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	310	357	1674	1091	209	107
11C	334	24	219	12	11	12
12B	24	338	28	254	28	21
12C	236	429	5	42	2	1
12D	24	798	0	0	0	0
12H	N/A	389	N/A	16	N/A	2
12K	24	N/A	0	N/A	0	N/A
12M	141	798	5	2	4	0
12N	304	546	153	169	11	3
12P	24	798	0	67	0	0
12R	24	N/A	0	N/A	0	N/A
12T	798	24	13	0	0	0
12W	345	N/A	8	N/A	2	N/A
12Y	284	24	25	2	1	2
13B	24	298	26	148	26	15
13F	24	295	32	156	32	23
13J	272	275	87	17	8	10
13M	24	24	11	11	11	11
13R	237	24	51	3	10	3
14E	294	297	179	50	14	15
14G	346	409	189	56	18	10
14H	355	497	90	73	8	6
14P	270	404	93	106	13	9
14T	351	438	317	123	22	16
15B	798	578	116	24	0	2
15C	506	590	194	49	3	1
15D	510	798	117	49	1	0
15E	394	508	133	27	8	2
15F	455	617	77	32	5	2
15G	445	549	98	44	4	4
15H	568	798	54	37	1	0
15M	436	798	53	37	2	0
15N	302	575	42	69	5	5
15P	232	430	16	67	6	7
15Q	217	24	39	5	14	5

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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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
15R	407	534	485	219	26	14
15T	339	499	438	302	26	9
15U	330	570	161	161	10	1
15W	428	516	203	76	11	6
15Y	349	564	160	134	9	1
17C	97	24	10	9	10	9
17E	24	24	4	2	4	2
18B	798	N/A	0	N/A	0	N/A
18C	798	N/A	0	N/A	0	N/A
18D	798	N/A	0	N/A	0	N/A
18E	798	N/A	0	N/A	0	N/A
18F	N/A	798	N/A	0	N/A	0
19D	244	302	271	190	55	23
19K	24	24	17	27	17	27
25B	798	549	844	478	0	11
25D	798	24	0	0	0	0
25E	798	798	0	0	0	0
25H	374	549	564	484	20	6
25S	379	576	270	236	17	8
25U	426	564	765	776	36	23
27D	798	483	24	133	0	1
31B	322	510	203	351	22	10
31D	24	466	0	44	0	5
31E	24	536	9	123	9	2
31K	498	593	73	24	1	1
35F	406	414	517	259	36	22
35G	477	492	237	97	3	10
35L	24	374	9	38	9	9
35M	385	462	104	73	13	7
35N	352	430	256	109	20	16
35PAD			SEE 35PAZ			
35PAE			SEE 35PAZ			
35PAP			SEE 35PAZ			
35PAV			SEE 35PAZ			
35PAZ	24	798	4	39	4	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
35PCM	24	24	3	0	3	0
35PDG			SEE 35PAZ			
35PFR	798	798	2	4	0	0
35PKP	24	518	4	19	4	1
35PPF	326	798	7	19	2	0
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	798	798	37	21	0	0
35PRU	24	24	3	2	3	2
35S	24	798	4	37	4	0
35T	798	488	85	34	0	1
36B	494	491	109	32	4	5
37F	N/A	24	N/A	9	N/A	9
38R	798	24	0	1	0	1
38W	798	24	0	0	0	0
42A	460	555	789	567	25	16
42R	466	612	15	83	1	1
42S	798	N/A	0	N/A	0	N/A
46S	24	798	3	7	3	0
46T	421	798	32	23	2	0
46V	377	798	65	56	3	0
51C	798	24	0	0	0	0
56M	415	798	56	152	1	0
68A	232	563	21	35	10	1
68B	798	529	3	4	0	1
68C	411	597	182	171	10	3
68D	479	590	96	67	4	3
68E	481	714	129	92	6	1
68F	24	798	4	38	4	0
68G	403	556	29	43	3	1
68H	798	578	15	7	0	1
68J	376	540	67	59	11	8
68K	492	585	170	96	8	2
68L	390	521	4	14	2	2
68M	798	798	15	15	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68P	470	618	138	71	3	1
68Q	391	586	43	42	7	6
68R	798	620	89	119	0	1
68S	130	562	3	35	3	2
68T	455	596	61	53	6	2
68V	24	798	2	53	2	0
68W	313	532	742	863	134	61
68X	798	798	47	104	0	0
68Y	24	798	2	11	2	0
74D	230	342	115	232	34	19
79R	798	24	0	0	0	0
79S	798	798	0	0	0	0
88H	798	798	140	138	0	0
88K	24	105	3	3	3	3
88L	247	24	1	2	1	2
88M	293	530	465	974	61	28
88N	324	384	12	75	1	14
89A	24	N/A	1	N/A	1	N/A
89B	405	798	214	64	4	0
89D	24	24	6	12	6	12
91A	24	798	8	98	8	0
91B	335	553	949	1192	70	18
91C	390	798	141	211	3	0
91D	376	619	212	212	15	1
91E	315	616	96	128	15	3
91F	410	608	185	196	8	3
91H	261	798	15	48	1	0
91J	798	N/A	66	N/A	0	N/A
91L	193	433	17	40	10	6
91M	24	388	2	87	2	4
91P	110	798	1	21	1	0
91S	295	568	79	134	7	2
92A	325	596	479	745	63	31
92F	358	611	526	564	42	21
92G	70	424	63	342	53	31

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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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
92L	798	N/A	19	N/A	0	N/A
92M	166	198	8	7	4	3
92R	798	798	56	93	0	0
92S	798	798	7	18	0	0
92W	373	531	66	118	6	8
92Y	302	475	527	849	71	39
94A	798	798	22	15	0	0
94D	316	798	5	2	1	0
94E	798	798	53	4	0	0
94F	798	798	105	14	0	0
94H	213	372	5	13	3	3
94M	798	798	19	6	0	0
94P	24	389	0	6	0	1
94R	504	798	32	11	1	0
94S	798	24	3	0	0	0
94T	491	571	34	9	1	1
94Y	798	798	8	17	0	0
TOTALS			17613	16980	1603	902

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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 November 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

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

SSG

11C, 12T, 12Y, 13M, 13R, 15Q, 17C, 17E, 19K, 25D, 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, RU

SGT: AZ, CM, KP, 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.