



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 November 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 December 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 26 October 2023, effective date 26 November 2023.
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 October 2023 through 26 October 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 1-34 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 1-34 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 October 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 December 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 1-34 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 1-34 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, Paragraph 5-5, a.

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 December 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 SPC waiver ceiling percentage is 25%, IAW AR 600-8-19, paragraph 2-3 a (3).

BY THE ORDER OF THE SECRETARY OF THE ARMY:



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

**REMINDERS/GENERAL INFORMATION:**

1. **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 **26 October 2023** with an effective date of **26 November 2023**. To obtain a copy click [HERE](#).

2. **HRC Junior Enlisted Promotions / Posted Enlisted Promotion Informational Slide Presentation, as of 26 October 2023**. Informational brief is posted to the HRC web address:

<https://www.hrc.army.mil/content/5781> Scroll down to "**Hot Topics**", then click on "Promotions G1 S1 Training Slides as of 26 October 2023", which is this address: <https://www.hrc.army.mil/asset/27474> .

This slide deck is also available via S1 Net address:

<https://www.milsuite.mil/book/docs/DOC-1265512>

<https://www.milsuite.mil/book/docs/DOC-1262288>

3. **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 3-2 and Figure 3-3.

4. **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.

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

**Policy Reference(s):**

AR 600-8-19, Paragraph 3-2, b (1) - Secondary Zone

AR 600-8-19, Paragraph 3-2, b (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 Paragraph 5-5, a. There is no change to IPPS-A automation business rules as outlined above as the TIS/TIG requirement(s) are still enforced and deployed.

**6. 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 new version of AR 600-8-19, Paragraph 3-23, reflects 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](#)).

**7. 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](#)).

**8. MILPER Message 23-022 expired 26 October 2023; superseded with release of AR 600-8-19 dated 26 October 2023.** Although the MILPER has expired, the contents remain relevant in that Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined in paragraph 3-23. **Rules for processing administrative systems correction (Regular Army and U.S. Army Reserve (Active Guard Reserve)).** This will apply to selections for 1 January 2024 and beyond.

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

10. **Temporary Promotion to Promote Soldiers without Requisite Professional Military Education (PME)** Refer to Memorandum HQDA (DAPE-ZA), Subject: Reinforcement of Select, Train, Educate, Promote (STEP) Policy for Noncommissioned Officer (NCO) Promotions and Limited Application of Temporary Promotions, 12 September 2023. 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](#).
11. **Monthly Promotion Timelines for Promotions to SGT / SSG.** IAW AR 600-8-19, paragraph 3-3, f, promotion boards will 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 December 2023 changed when all records needed to be updated, **for example, eligibility for 1 December 2023 promotion pin on selection will be as of 31 October 2023, with a requirement to have supporting data entered into systems of record, no later than 26 October 2023.**
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 3-10, a, composition of promotion boards.
13. **MILPER Messages** – Unit S1, MPD personnel, and Soldiers, should review the following messages: [23-038](#), [23-128](#), [23-178](#), [23-260](#), and [23-418](#).
14. Jr. Enlisted Promotion inquiries at 502-613-9013.

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2023**

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	345	396	1925	1186	170	72
11C	299	205	257	32	53	31
12B	24	334	68	275	68	37
12C	110	426	5	51	5	2
12D	24	24	1	0	1	0
12H	N/A	478	N/A	22	N/A	1
12K	183	N/A	6	N/A	6	N/A
12M	365	328	3	1	1	1
12N	338	548	164	182	17	6
12P	24	798	0	75	0	0
12R	216	N/A	6	N/A	4	N/A
12T	351	369	17	5	2	3
12W	281	N/A	11	N/A	3	N/A
12Y	344	24	33	10	3	10
13B	24	315	73	177	73	19
13F	24	293	46	168	46	29
13J	271	329	121	35	12	8
13M	24	24	18	19	18	19
13R	235	24	48	3	5	3
14E	285	302	179	51	17	14
14G	400	421	206	57	12	7
14H	798	798	87	69	0	0
14P	358	406	100	112	7	5
14T	368	438	308	127	12	4
15B	537	798	123	25	2	0
15C	468	547	200	54	15	6
15D	798	798	119	50	0	0
15E	430	597	130	32	5	1
15F	473	798	74	32	2	0
15G	798	601	98	41	0	1
15H	798	669	56	38	0	1
15M	398	798	55	40	5	0
15N	285	582	42	64	10	2
15P	307	500	29	73	7	3
15Q	322	24	43	13	10	13

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	426	549	485	222	15	11
15T	396	509	470	320	13	13
15U	404	798	175	171	4	0
15W	448	798	207	73	6	0
15Y	355	558	170	134	12	7
17C	64	24	24	12	24	12
17E	24	24	11	7	11	7
19D	259	316	297	209	67	36
19K	24	24	40	26	40	26
25B	478	552	926	524	29	25
25D	798	24	0	0	0	0
25E	798	798	0	0	0	0
25H	370	534	623	508	39	17
25S	455	798	276	236	3	0
25U	430	578	806	784	28	10
27D	302	460	39	139	4	5
31B	357	535	270	408	26	4
31D	24	470	1	42	1	7
31E	175	519	25	131	20	6
31K	513	562	75	27	5	3
35F	546	515	583	302	1	3
35G	464	473	247	96	10	8
35L	24	336	10	40	10	13
35M	394	483	115	83	8	7
35N	358	487	300	125	18	8
35PAD			SEE	35PAZ		
35PAE			SEE	35PAZ		
35PAP			SEE	35PAZ		
35PAV			SEE	35PAZ		
35PAZ	24	798	4	41	4	0
35PCM	24	24	3	3	3	3
35PDG			SEE	35PAZ		
35PFR	133	798	4	4	1	0
35PKP	24	494	3	22	3	4
35PPF	315	635	8	21	1	1

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	798	798	45	24	0	0
35PQI			SEE 35PAZ			
35PQL			SEE 35PAZ			
35PRU	24	24	4	1	4	1
35S	24	456	8	49	8	2
35T	365	467	108	40	14	5
36B	522	495	128	32	4	5
37F	N/A	24	N/A	13	N/A	13
42A	457	558	904	631	46	30
42R	393	615	19	89	5	3
42S	798	N/A	0	N/A	0	N/A
46S	24	439	8	17	8	4
46T	487	798	33	26	1	0
46V	798	613	64	63	0	1
51C	798	24	0	0	0	0
56M	369	545	70	166	8	8
68A	402	798	21	39	2	0
68B	360	495	6	4	1	1
68C	426	606	189	174	12	1
68D	489	589	99	68	3	3
68E	798	798	129	96	0	0
68F	24	798	2	37	2	0
68G	441	572	28	50	1	1
68H	461	798	16	7	2	0
68J	484	798	73	57	2	0
68K	511	591	170	105	5	4
68L	390	798	3	12	2	0
68M	392	494	17	19	2	3
68P	461	599	144	73	9	3
68Q	798	798	42	42	0	0
68R	798	632	93	124	0	1
68S	422	606	9	39	2	2
68T	455	609	55	54	2	1

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2023**

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68V	24	798	1	55	1	0
68W	369	543	817	900	73	50
68X	404	671	54	111	6	1
68Y	24	483	4	8	4	1
74D	310	390	140	266	18	18
79R	798	24	0	0	0	0
79S	798	798	0	0	0	0
88H	798	798	153	144	0	0
88K	24	798	5	2	5	0
88L	24	110	2	7	2	7
88M	293	528	527	1003	93	31
88N	270	443	34	84	11	7
89A	24	N/A	3	N/A	3	N/A
89B	413	798	230	78	8	0
89D	24	24	15	17	15	17
91A	86	458	12	101	12	3
91B	355	564	999	1274	45	16
91C	400	798	153	224	7	0
91D	376	798	215	222	15	0
91E	367	798	95	127	3	0
91F	427	613	193	191	6	1
91H	226	798	23	50	7	0
91J	392	N/A	69	N/A	3	N/A
91L	185	542	13	33	7	1
91M	24	387	10	98	10	3
91P	24	364	3	23	3	2
91S	295	563	82	144	7	4
92A	388	798	472	740	12	0
92F	378	622	559	588	42	9
92G	172	461	58	347	38	12
92L	493	N/A	21	N/A	3	N/A
92M	203	195	9	4	2	1
92R	798	798	72	101	0	0
92S	798	798	8	19	0	0
92W	324	552	67	119	16	5

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
92Y	338	510	535	922	34	23
94A	798	548	22	15	0	1
94D	798	798	5	3	0	0
94E	373	400	56	5	2	2
94F	798	798	109	19	0	0
94H	198	351	7	10	6	4
94M	481	458	21	8	1	1
94P	24	798	1	6	1	0
94R	490	798	30	11	1	0
94S	272	798	3	0	1	0
94T	798	798	39	9	0	0
94Y	798	798	7	17	0	0
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<b>TOTALS</b>			<b>19288</b>	<b>18092</b>	<b>1665</b>	<b>846</b>

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

**SSG**

12D, 12Y, 13M, 13R, 15Q, 17C, 17E, 19K, 25D, 37F, 51C, 79R, 89D.

**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.