



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 December 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 2024 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 November 2023 through 26 November 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 months' 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 November 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 January 2024 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 January 2024 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 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

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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.

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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](#).

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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 January 2024 changed when all records needed to be updated, **for example, eligibility for 1 January 2024 promotion pin on selection will be as of 30 November 2023, with a requirement to have supporting data entered into systems of record, no later than 26 November 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 JANUARY 2024

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATES)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	317	365	1957	1220	295	140
11C	345	798	226	18	10	0
12B	24	342	48	268	48	21
12C	798	425	2	52	0	1
12D	24	24	0	0	0	0
12H	N/A	798	N/A	27	N/A	0
12K	798	N/A	0	N/A	0	N/A
12M	798	24	5	0	0	0
12N	316	525	160	175	25	10
12P	24	798	0	74	0	0
12R	168	N/A	4	N/A	3	N/A
12T	264	321	18	4	7	4
12W	238	N/A	10	N/A	4	N/A
12Y	239	24	31	4	12	4
13B	24	276	38	173	38	50
13F	24	284	24	150	24	27
13J	250	312	134	39	27	9
13M	24	24	17	13	17	13
13R	798	798	48	1	0	0
14E	300	798	172	46	10	0
14G	391	405	207	57	6	7
14H	798	798	87	71	0	0
14P	304	440	99	109	6	2
14T	346	411	301	132	30	21
15B	530	609	122	26	1	2
15C	476	798	200	54	5	0
15D	522	798	118	51	2	0
15E	417	798	124	31	4	0
15F	470	617	74	33	1	2
15G	497	798	104	43	2	0
15H	480	798	56	37	3	0
15M	453	798	57	37	1	0
15N	417	798	35	62	1	0

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

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

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATES)	
	SGT	SSG	SGT	SSG	SGT	SSG
15P	214	459	25	72	10	3
15Q	297	24	47	4	6	4
15R	440	553	482	216	14	7
15T	371	551	470	312	19	3
15U	357	517	180	174	14	10
15W	433	528	204	75	12	4
15Y	369	558	172	130	8	6
17C	91	24	7	4	7	4
17E	24	24	5	3	5	3
19D	296	314	279	192	10	15
19K	24	24	38	23	38	23
25B	465	565	925	512	58	6
25D	N/A	24	N/A	0	N/A	0
25E	N/A	798	N/A	1	N/A	0
25H	395	534	616	506	20	12
25S	416	611	285	231	14	3
25U	421	576	803	768	40	14
27D	264	460	35	139	11	5
31B	332	486	286	412	37	25
31D	24	468	1	37	1	4
31E	24	478	7	124	7	9
31K	505	592	69	25	1	1
35F	421	419	604	311	29	25
35G	476	521	246	96	2	3
35L	24	310	3	31	3	10
35M	390	478	113	79	15	5
35N	354	459	296	129	20	10
35PAD			SEE 3	5PAZ		
35PAE			SEE 3	5PAZ		
35PAP			SEE 3	5PAZ		
35PAV			SEE 3	5PAZ		
35PAZ	24	558	1	43	1	2
35PCM	24	24	4	4	4	4

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATES)	
	SGT	SSG	SGT	SSG	SGT	SSG
35PDG			SEE 3	5PAZ		
35PFR	798	798	4	4	0	0
35PKP	24	798	0	18	0	0
35PPF	798	555	9	20	0	3
35PPG			SEE 3	5PPF		
35PPV			SEE 3	5PPF		
35PQB	798	798	45	26	0	0
35PQI			SEE 3	5PAZ		
35PQL			SEE 3	5PAZ		
35PRU	24	24	3	0	3	0
35S	24	404	8	48	8	5
35T	355	391	102	34	16	12
36B	798	510	130	28	0	3
37F	N/A	24	N/A	13	N/A	13
42A	430	535	875	625	96	74
42R	798	798	19	89	0	0
46S	24	366	3	14	3	4
46T	388	517	30	24	5	6
46V	798	798	64	61	0	0
51C	N/A	24	N/A	0	N/A	0
56M	298	535	68	162	14	9
68A	440	536	28	39	2	3
68B	378	461	5	4	1	2
68C	394	599	189	167	18	5
68D	481	585	100	70	4	1
68E	529	676	131	100	2	2
68F	24	569	4	37	4	1
68G	396	565	28	51	3	1
68H	798	798	14	7	0	0
68J	416	565	71	56	7	4
68K	507	590	170	102	5	2
68L	798	798	1	11	0	0
68M	298	475	15	17	5	3

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2024

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATES)	
	SGT	SSG	SGT	SSG	SGT	SSG
68P	489	578	138	69	3	5
68Q	798	601	49	39	0	1
68R	447	618	99	130	6	4
68S	798	798	6	41	0	0
68T	471	608	55	53	2	2
68V	24	798	0	53	0	0
68W	340	539	836	888	108	56
68X	356	597	64	114	8	3
68Y	24	446	2	8	2	2
74D	266	397	151	265	29	15
79R	N/A	24	N/A	1	N/A	1
79S	N/A	798	N/A	0	N/A	0
88H	798	798	160	142	0	0
88K	24	798	1	2	1	0
88L	24	199	0	1	0	1
88M	267	535	482	999	126	35
88N	257	450	30	83	8	3
89A	24	N/A	2	N/A	2	N/A
89B	398	504	233	83	19	4
89D	24	24	5	8	5	8
91A	24	411	4	98	4	7
91B	344	548	1004	1300	82	45
91C	403	798	144	226	6	0
91D	431	625	204	225	5	4
91E	354	798	98	129	7	0
91F	417	630	187	188	5	2
91H	166	468	18	51	6	1
91J	798	N/A	70	N/A	0	N/A
91L	24	386	7	32	7	5
91M	24	343	6	94	6	11
91P	24	798	0	24	0	0
91S	798	798	83	141	0	0
92A	367	637	494	763	32	4
92F	379	622	545	595	34	9

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATES)	
	SGT	SSG	SGT	SSG	SGT	SSG
92G	136	445	59	341	43	8
92L	798	N/A	19	N/A	0	N/A
92M	798	798	9	4	0	0
92R	290	477	69	100	31	20
92S	302	543	8	22	2	1
92W	338	544	54	116	6	2
92Y	289	476	532	932	121	86
94A	364	798	24	14	2	0
94D	798	798	6	3	0	0
94E	381	798	61	6	3	0
94F	798	798	109	20	0	0
94H	798	798	3	6	0	0
94M	347	798	24	9	2	0
94P	24	252	1	6	1	3
94R	524	798	30	11	1	0
94S	205	798	2	1	2	0
94T	395	474	37	10	1	1
94Y	798	798	8	16	0	0
TOTALS			19029	17949	1912	1035

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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 2024 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, 31E, 35L, 35S, 46S, 68F, 68V, 68Y, 88K, 88L, 89A, 89D, 91A, 91L, 91M, 91P, 94P.

SSG

12D, 12M, 12Y, 13M, 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.