



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)

19 January 2024

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 February 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 December 2023 through 26 December 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 December 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 February 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 February 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

## REMINDERS/GENERAL INFORMATION:

1. **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**, dated 14 December 2023, the reinforcement of STEP policy is **suspended** until further notice. The previously announced limited application of temporary promotions is suspended until further notice. The Army will apply temporary promotions to all Soldiers who are unable to attend a requisite level of professional military education to qualify for promotion to all noncommissioned officer (NCO) ranks as authorized in AR 600-8-19, paragraph 1-35. Click [HERE](#) for S1 article posting.

2. **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](#).

3. **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>

## 4. **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, Figure 3-2, and Figure 3-3.

## 5. **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.

## 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

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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. **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 February 2024 changed when all records needed to be updated, **for example, eligibility for 1 February 2024 promotion pin on selection will be as of 31 December 2023, with a requirement to have supporting data entered into systems of record, no later than 26 December 2023.**

11. **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.

12. **MILPER Messages** – Unit S1, MPD personnel, and Soldiers, should review the following messages: [23-038](#), [23-128](#), [23-178](#), [23-260](#), [23-418](#), [23-517](#), [23-518](#), [23-519](#), and [24-005](#).

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

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**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING FEBRUARY 2024**

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	316	470	1848	1190	173	11
11C	371	432	236	34	8	2
12B	24	345	41	264	41	16
12C	177	414	9	58	5	2
12D	24	24	2	0	2	0
12H	N/A	336	N/A	31	N/A	6
12K	261	N/A	3	N/A	2	N/A
12M	410	24	9	0	1	0
12N	312	519	144	174	15	9
12P	24	636	0	80	0	1
12R	24	N/A	2	N/A	2	N/A
12T	200	24	10	2	7	2
12W	223	N/A	6	N/A	2	N/A
12Y	212	24	19	2	3	2
13B	24	274	38	141	38	22
13F	24	291	19	131	19	13
13J	237	272	132	46	27	15
13M	24	24	10	10	10	10
13R	798	102	52	1	0	1
14E	293	798	166	51	13	0
14G	382	457	205	59	6	1
14H	798	798	86	73	0	0
14P	284	444	94	113	10	3
14T	353	462	285	119	11	5
15B	521	586	124	24	3	2
15C	502	798	205	56	3	0
15D	528	798	115	51	2	0
15E	426	531	121	33	3	2
15F	477	798	72	32	4	0
15G	445	568	100	45	4	2
15H	443	681	51	36	2	1
15M	798	798	60	41	0	0
15N	377	798	36	64	2	0
15P	174	451	19	73	11	4
15Q	798	24	44	2	0	2

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	465	798	480	211	7	0
15T	390	536	468	322	8	4
15U	353	504	180	178	10	5
15W	408	506	195	75	13	9
15Y	377	589	171	127	6	1
17C	60	24	15	6	15	6
17E	24	24	10	3	10	3
19D	347	363	316	211	7	3
19K	24	24	33	23	33	23
25B	461	798	884	541	27	0
25D	N/A	24	N/A	0	N/A	0
25E	N/A	24	N/A	1	N/A	1
25H	376	547	610	505	25	4
25S	402	600	291	240	17	4
25U	426	577	786	765	30	10
27D	259	798	33	138	7	0
31B	342	493	305	416	29	8
31D	24	798	0	33	0	0
31E	24	544	2	118	2	1
31K	471	544	70	27	5	2
35F	424	438	602	305	16	8
35G	450	477	253	99	11	6
35L	24	470	1	29	1	2
35M	371	462	116	81	18	8
35N	353	447	311	138	15	10
35PAD			SEE	35PAZ		
35PAE			SEE	35PAZ		
35PAP			SEE	35PAZ		
35PAV			SEE	35PAZ		
35PAZ	24	798	7	43	7	0
35PCM	24	24	1	1	1	1
35PDG			SEE	35PAZ		
35PFR	798	349	4	4	0	3
35PKP	24	798	0	18	0	0
35PPF	798	562	13	19	0	2

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	SGT	SSG	SGT	SSG	SGT	SSG
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	798	798	48	27	0	0
35PQI			SEE 35PAZ			
35PQL			SEE 35PAZ			
35PRU	24	24	3	1	3	1
35S	24	479	10	50	10	1
35T	798	798	92	24	0	0
36B	798	512	136	27	0	1
37F	N/A	24	N/A	11	N/A	11
42A	425	538	811	582	59	25
42R	798	798	21	90	0	0
46S	24	798	3	15	3	0
46T	798	798	26	18	0	0
46V	530	640	66	62	1	1
51C	N/A	24	N/A	0	N/A	0
56M	282	532	63	157	8	4
68A	256	503	36	45	17	13
68B	301	337	5	4	2	1
68C	393	798	178	169	11	0
68D	477	798	103	71	6	0
68E	589	648	135	100	2	3
68F	24	527	0	41	0	1
68G	798	798	28	52	0	0
68H	798	798	17	8	0	0
68J	798	798	73	53	0	0
68K	488	586	168	103	13	5
68L	24	798	1	12	1	0
68M	315	491	13	16	4	2
68P	476	599	140	67	7	2
68Q	798	798	55	40	0	0
68R	441	638	99	132	3	1
68S	798	798	6	42	0	0
68T	439	798	53	56	5	0
68V	24	798	0	55	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68W	336	545	815	879	80	23
68X	356	572	64	113	7	5
68Y	24	394	0	7	0	2
74D	251	396	163	281	43	11
79R	N/A	24	N/A	1	N/A	1
79S	N/A	798	N/A	0	N/A	0
88H	798	798	155	138	0	0
88K	24	798	5	4	5	0
88L	24	201	1	1	1	1
88M	244	526	420	1003	123	38
88N	267	440	37	93	12	5
89A	24	N/A	3	N/A	3	N/A
89B	406	455	233	87	5	8
89D	24	24	6	8	6	8
91A	24	399	7	96	7	3
91B	337	541	993	1297	85	34
91C	382	798	142	231	6	0
91D	414	798	212	227	7	0
91E	349	620	96	134	8	2
91F	411	616	183	192	11	4
91H	109	398	13	56	9	5
91J	798	N/A	71	N/A	0	N/A
91L	24	469	2	32	2	2
91M	24	798	6	90	6	0
91P	79	388	3	24	3	1
91S	379	798	90	136	1	0
92A	363	631	491	770	32	9
92F	379	609	546	590	25	17
92G	132	446	47	353	33	13
92L	434	N/A	20	N/A	3	N/A
92M	393	798	9	5	1	0
92R	283	471	47	90	9	6
92S	259	798	6	21	2	0
92W	297	581	57	115	11	3
92Y	276	479	436	872	55	24

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
94A	387	798	23	13	1	0
94D	798	798	7	4	0	0
94E	360	798	62	7	5	0
94F	510	798	112	25	1	0
94H	300	397	5	7	2	1
94M	798	798	25	10	0	0
94P	24	798	0	5	0	0
94R	478	798	31	11	2	0
94S	185	798	2	2	1	0
94T	798	798	36	9	0	0
94Y	798	798	8	15	0	0
<b>TOTALS</b>			<b>18599</b>	<b>17897</b>	<b>1517</b>	<b>556</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 February 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, 12R, 13B, 13F, 13M, 17E, 19K, 31D, 31E, 35L, 35S, 46S, 68F, 68L, 68V, 68Y, 88K, 88L, 89A, 89D, 91A, 91L, 91M, 94P.

**SSG**

12D, 12M, 12T, 12Y, 13M, 15Q, 17C, 17E, 19K, 25D, 25E, 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.