

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 April 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 May 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 March 2023 through 26 March 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 March 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 May 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 Physical Fitness Test on the promotion effective date 1 May 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:

OFFICIAL COPY

NEPHOTERIA S. O'MEALLY SGM, USA Chief, Enlisted Promotions Promotions Branch

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REMINDERS/GENERAL INFORMATION:

- 1. 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).
- 2. **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**).
- 3. **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**).
- 4. Weapon Scores into Digital Training Management System (DTMS), dated 03 March 2023, refer to HRC web page by clicking <u>HERE</u>.
- 5. **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**.
- 6. 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 May 2023 changed when all records needed to be updated, for example, eligibility for 1 May 2023 promotion pin on selection will be as of 31 March 2023, with a requirement to have supporting data entered into systems of record, no later than 26 March 2023.

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- 7. 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.
- 8. 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.
- 9. **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.
- 10. **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/.
- 11. **MILPER Messages** Unit S1, MPD personnel, and Soldiers, should review the following messages: <u>21-044</u>, <u>21-045</u>, <u>21-205</u>, <u>21-419</u>, <u>22-361</u>, <u>22-402</u>, <u>22-436</u>, <u>23-015</u>, <u>23-022</u>, <u>23-038</u>, and <u>23-128</u>.
- 12. Jr. enlisted promotion inquiries at 502-613-9013.

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	AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MAY 2023													
	CUT-OFF SCORES				E	ELIGIBL	ES ON I	LIST	Р	PROMOTIONS (EST)				
	SGTSSG			9	SGT	9	SSG		GT		SSG			
MOS	PΖ	SZ	PΖ	SZ	PΖ	SZ	PΖ	SZ	PZ	SZ	PΖ	SZ		
11B	327	327	339	343	846	302	845	288	90	50	75	57		
11C	303	312	15	15	157	36	18	13	19	10	18	13		
12B	145	146	356	367	96	39	295	57	64	26	26	7		
12C	40	40	395	798	3	0	33	6	3	0	2	0		
12D	40	40	382	798	2	0	2	1	2	0	1	0		
12H	NA	NA	273	382	NA	NA	8	4	NA	NA	4	1		
12K	40	40	NA	NA	0	0	NA	NA	0	0	NA	NA		
12M	279	353	798	798	14	2	2	1	4	1	0	0		
12N	368	368	525	534	221	20	169	30	21	3	7	1		
12P	40	40	529	798	0	0	69	4	0	0	1	0		
12R	320	324	NA	NA	14	3	NA	NA	3	1	NA	NA		
12T	375	798	274	798	28	5	5	1	3	0	3	0		
12W	179	250	NA	NA	4	2	NA	NA	3	1	NA	NA		
12Y	293	326	238	406	33	6	5	3	5	3	4	1		
13B	40	40	277	277	51	31	177	64	51	31	54	27		
13F	40	40	328	362	25	37	109	43	25	37	9	3		
13J	234	241	239	258	155	37	44	12	41	14	30	10		
13M	104	104	15	15	11	9	4	6	11	9	4	6		
13R	258	283	15	15	60	11	3	2	13	3	3	2		
14E	360	798	432	472	248	15	80	22	14	0	9	1		
14G	413	442	442	446	174	13	74	25	21	1	12	8		
14H	317	328	483	582	88	8	65	13	13	3	9	1		
14P	798	798	798	798	65	12	60	42	0	0	0	0		
14T	370	378	429	483	281	39	93	16	15	3	10	1		
15B	500	798	798	798	131	10	26	7	4	0	0	0		
15C	798	798	605	605	173	4	48	10	0	0	0	2		
15D	564	583	638	798	137	8	52	5	2	1	1	0		
15E	462	798	540	798	208	3	58	1	16	0	10	0		
15F	466	504	637	798	91	1	33	4	7	1	1	0		
15G	417	798	556	798	133	4	34	7	7	0	5	0		
15H	798	798	798	798	78	0	46	2	0	0	0	0		
15M	798	798	798	798	43	6	28	9	0	0	0	0		
15N	369	383	600	798	59	7	72	4	10		7	0		
15P	241	241	464	464	33	11	56	20	9	3	1	5		
15Q	251	289	15	15	46	8	1	1	5	3	1	1		
15R	447	448	555	558	602	17	227	29	26	2	10	4		
15T	350	355	453	462	553 106	17	274	53	40	3	23	5 2 1		
15U	356	798	494	521	196	10	133	20	18	0	6	<u> </u>		
15W	464	489	516	516	240	5	76	20	10	1	6			
15Y	399	798	553	559 15	204	5	131	17	8	0	7	1		
17C	84	180	15	15	10	5	4	7	10	5	4	7		
17E	40	40	269	305	4	1	29	3	4	1	17	2		

Note 1: 40 or 15 in both PZ and SZ means there are insufficient eligible. Note 2: 798 in both PZ and SZ means there are no promotion requirements.

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AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING MAY 2023													
		CUT-OF	FF SCC	RES	E	LIGIB	LES ON L	_IST	PROMOTIONS (EST)				
	SGTSSG			SGTSSG			SG	SGT			SG		
MOS	PΖ	SZ	PΖ	SZ	PΖ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	
19D	233	234	268	271	224	71	136	48	62	22	27	21	
19K	40	40	15	15	16	13	26	16	16	13	26	16	
25B	521	523	557	578	795	65	467	87	7	1	23	3	
25D	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0	
25E	798	798	15	15	0	0	0	0	0	0	0	0	
25H	344	361	519	541	670	56	537	51	98	12	68	7	
25L	(SEE 25	,		25H)	(SEE 25		(SEE 25		(SEE 25		(SEE 25		
25N	•	,		25H)		5H)		5H)	(SEE 25		(SEE 25		
25Q	•			25H)	(SEE 25			5H)	(SEE 25		(SEE 25	,	
25R	`	6T)	•	16T)	(SEE 46		(SEE 46	•	(SEE 46	T)	(SEE 46	T)	
25S	505	544	798	798	274	33	198	30	2	1	0	0	
25U	429	431	571	575	774	56	717	83	25	7	24	4	
25V	(SEE 4	,		16V)	(SEE 46		(SEE 46		(SEE 46		(SEE 46	,	
27D	159	299	387	391	34	8	93	35	26	2	10	10	
31B	316	319	417	419	209	81	251	96	36	29	35	20	
31D	40	40	798	798	0	6	78	11	0	6	0	0	
31E	234	261	798	798	22	4	122	24	6	3	0	0	
31K	517	517	505	798	95	2	28	0	6	1	6	0	
35F	395	395	381	381	335	98	136	86	12	12	5	9	
35G	437	456	440	463	224	26	74	18	18	3	7	5	
35L	40	40	798	798	0	2	43	9	0	2	0	0	
35M	329	329	366	366	60	6	43	18	5	1	5	6	
35N	322	322	385	386	225	30	60	26	29	8	12	11	
35P	798	798	798	798	5	1	11	2	0	0	0	0	
35PAD	•		•	35PAZ)	(SEE 35		(SEE 35		(SEE 35		(SEE 35	,	
35PAE	`	5PAZ)	`	35PAZ)	•	PAZ)		PAZ)	,	PAZ)	(SEE 35	,	
35PAP	•	5PAZ)	•	35PAZ)	•	PAZ)	•	PAZ)	•	PAZ)	(SEE 35	•	
35PAV	•	5PAZ)	•	35PAZ)	(SEE 35	· ·	(SEE 35	•	(SEE 35	- '-	(SEE 35	PAZ)	
35PAZ	227	798	529	798	2	0	36	3	2	0	2	0	
35PCM	174	174	798	798	5	1	0	0	4	1	0	0	
35PDG	(SEE 35		•	•	(SEE 35		(SEE 35		(SEE 35	`_		PAZ)	
35PFR	798	798	798	798	0	0	0	1	0	0	0	0	
35PKP	798	798	542	798	0	0	15	5	0	0	1	0	
35PPF	798	798	798	798	/ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~ ~		21	4	(277)	0	(277) [0	
35PPG	(SEE 35				(SEE 35		(SEE 35		(SEE 35		(SEE 35	,	
35PPV	(SEE 35				(SEE 35	- 4	(SEE 35	_	(SEE 35	_	(SEE 35		
35PQB	431	798	798	798	34	1	14	0	4	0	0	0	
35PRU	72	72	355	798	4	1	4	1	4	1	1	0	
35S	40	40	405	405	1 4 0	8	32	15	8	8	0	2	
35T	388	798	393	393	140	2	43	8	19	0	1	3	
36B	798	798	226	429	56	26	7	4	0	0	7	4	
37F	NA	NA	15	15	NA	NA	1	8	NA	NA	1	8	

Note 1: 40 or 15 in both PZ and SZ means there are insufficient eligible. Note 2: 798 in both PZ and SZ means there are no promotion requirements.

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						SCORES ELIGIBL				ON DURING MAY 2023 PROMOTIONS (EST)				
	CUT-OFF SCORESSGTSSG										-	-		
MOS	PZ	SZ	PZ	SZ	PZ	SGT SZ	PZ	SSG SZ	PZ	SGT SZ	PZ	SSG <u>SZ</u>		
38R	NA	NA	15	15	NA	NA	3	1	NA	NA	3	<u> </u>		
38W	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0		
42A	446	449	524	530	697	131	472	132	32	12	34	17		
42R	388	397	798	798	16	11	66	11	5	7	0	0		
46S	40	40	285	491	4	2	27	4	4	2	10	1		
46T	351	798	597	597	24	3	15	3	7	0	1	1		
46V	798	798	589	798	90	2	49	6	0	0	1	0		
51C	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0		
56M	798	798	562	798	44	12	117	25	0	0	4	0		
68A	185	208	483	486	26	6	16	20	17	2	4	6		
68B	798	798	798	798	3	2	2	5	0	0	0	0		
68C	384	409	601	601	153	10	166	32	18	1	6	2		
68D	520	520	535	542	85	14	47	12	1	2	1	4		
68E	495	526	662	671	157	9	77	16	16	1	4	1		
68F	40	40	504	798	1	0	33	4	1	0	3	0		
68G	358	435	549	798	30	3	35	12	5	1	4	0		
68H	574	798	798	798	24	0	8	3	2	0	0	0		
68J	798	798	711	798	67	6	64	14	0	0	1	0		
68K	523	798	591	591	225	10	95	20	16	0	6	3		
68L	798	798	534	798	3	0	18	1	0	0	3	0		
68M	240	240	798	798	10	2	12	2	4	1	0	0		
68P	496	521	598	798	155	6	64	13	12	1	7	0		
Q86	482	798	569	569	33	3	36	7	2	0	2	1		
68R 68S	535 331	798 331	651 564	686 570	123	10	118 36	19	6 12	0 2	3 4	1 2		
68T	489	498	594	798	30 67	6 4	51	14 4	2	1	4	0		
68V	226	798	556	798	1	0	70	2	1	0	7	0		
68W	314	326	522	525	710	155	760	210	124	37	70	21		
68X	321	322	561	566	69	16	92	16	17	10	3	2		
68Y	40	40	461	461	2	1	16	4	2	1	2	1		
74D	183	183	372	401	40	32	176	62	22	13	9	7		
79R	NA	NA	512	798	NA	NA	1	0	NA	NA	1	Ó		
79S	NA	NA	798	798	NA	NA	0	Ö	NA	NA	0	Ö		
88H	469	503	588	639	125	21	115	25	1	1	3	1		
88K	40	40	309	315	0	2	18	5	0	2	2	1		
88L	40	40	15	15	Ö	0	1	0	Ö	0	1	0		
88M	326	346	539	543	607	105	906	127	75	20	23	7		
88N	327	327	387	387	59	17	72	15	10	6	5	1		
89A	272	442	NA	NA	15	2	NA	NA	5	1	NA	NA		

Note 1: 40 or 15 in both PZ and SZ means there are insufficient eligible. Note 2: 798 in both PZ and SZ means there are no promotion requirements.

TOTALS

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	C	OMOTI CUT-OF GT	F SCO		E		ES ON		F	ON DURING MAY 2023 PROMOTIONS (EST)SGTSSG				
MOS	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ	PZ	SZ		
89B	448	798	515	798	245	13	85	9	4	0	2	0		
89D	40	40	15	15	0	1	2	5	0	1	2	5		
91A	798	798	409	409	29	3	98	11	0	0	6	1		
91B	301	302	520	535	1019	102	1076	126	172	38	68	10		
91C	361	381	656	656	191	13	216	23	28	3	3	1		
91D	371	798	653	798	223	16	205	20	30	0	3	0		
91E	447	798	612	798	119	9	120	11	3	0	1	0		
91F	401	429	647	653	174	23	195	16	16	2	7	1		
91H	798	798	389	389	58	5	61	7	0	0	5	1		
91J	449	464	NA	NA	91	4	NA	NA	14	1	NA	NA		
91L	254	255	392	392	32	7	49	6	9	5	6	3		
91M	40	40	375	375	8	1	69	14	8	1	4	1		
91P	40	40	798	798	2	1	9	5	2	1	0	0		
91S	365	382	572	594	90	10	112	13	6	2	4	1		
92A	379	387	684	686	710	82	746	111	109	21	32	4		
92F	450	450	648	658	682	64	518	85	34	6	10	1		
92G	223	223	460	500	163	30	339	37	46	15	23	2		
92L	535	798	NA	NA	12	4	NA	NA	1	0	NA	NA		
92M	318	798	278	278	11	0	5	11	3	0	1	2		
92R	292	312	798	798	47	6	75	16	6	2	0	0		
92S	247	798	495	495	24	2	16	2	13	0	1	1		
92W	391	422	798	798	94	14	97	13	7	3	0	0		
92Y	337	341	487	488	572	62	751	151	55	9	28	17		
94A	798	798	798	798	9	1	6	1	0	0	0	0		
94D	217	798	242	242	5	1	1	1	4	0	1	1		
94E	318	318	286	393	79	7	13	1	11	2	11	1		
94F	498	560	798	798	114	7	5	2	3	1	0	0		
94H	798	798	798	798	4	2	13	2	0	0	0	0		
94M	157	798	312	798	12	0	4	0	7	0	2	0		
94P	40	40	229	798	1	0	5	0	1	0	1	0		
94R	469	798	798	798	34	6	14	0	2	0	0	0		
94S	77	77	164	164	1	1	0	3	1	1	0	3		
94T	467	798	798	798	31	5	9	1	3	0	0	0		
94Y	798	798	798	798	11	2	15	1	0	0	0	0		

Note 1: 40 or 15 in both PZ and SZ means there are insufficient eligible. Note 2: 798 in both PZ and SZ means there are no promotion requirements.

18327 2454 15464 3111 2003 588 1093 435

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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 May 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 cutoff score.

SGT

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

SSG

11C, 13M, 13R, 15Q, 17C, 19K, 25D, 25E, 37F, 38R, 38W, 51C, 88L, 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)

SGT

AZ, CM, FR, KP, RU

SSG

CM

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