



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 September 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 October 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 August 2023 through 26 August 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 August 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 October 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 October 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

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**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 October 2023 changed when all records needed to be updated, **for example, eligibility for 1 October 2023 promotion pin on selection will be as of 31 August 2023, with a requirement to have supporting data entered into systems of record, no later than 26 August 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](#), [23-175](#), [23-178](#), [23-225](#), [23-260](#), [23-267](#) and [23-373](#).

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

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

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	317	360	1859	1270	415	266
11C	302	24	234	32	42	32
12B	24	334	30	289	30	53
12C	166	798	1	42	1	0
12D	24	798	1	0	1	0
12H	N/A	370	N/A	11	N/A	2
12K	24	N/A	3	N/A	3	N/A
12M	206	798	7	2	2	0
12N	296	521	164	175	27	14
12P	24	798	0	62	0	0
12R	24	N/A	0	N/A	0	N/A
12T	198	190	16	4	5	4
12W	798	N/A	7	N/A	0	N/A
12Y	247	24	28	2	6	2
13B	24	284	21	172	21	36
13F	24	320	20	189	20	44
13J	195	129	96	12	25	11
13M	24	24	3	5	3	5
13R	298	24	48	1	2	1
14E	284	318	199	63	23	17
14G	368	428	193	61	9	7
14H	798	514	89	83	0	9
14P	285	418	108	114	21	20
14T	396	482	320	119	8	3
15B	484	589	125	31	7	5
15C	492	798	199	47	5	0
15D	519	611	120	48	3	2
15E	409	488	146	37	13	11
15F	452	798	83	31	4	0
15G	475	559	100	46	2	3
15H	426	798	54	38	2	0
15M	418	798	53	40	4	0
15N	798	798	38	68	0	0
15P	162	462	28	64	18	5
15Q	227	24	54	10	25	10

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

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

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

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
15R	429	544	503	231	23	9
15T	338	504	435	299	20	9
15U	346	798	166	155	11	0
15W	408	512	228	83	26	10
15Y	355	575	162	137	13	5
17C	167	24	6	2	6	2
17E	24	24	0	2	0	2
19D	252	298	337	233	102	66
19K	24	24	18	11	18	11
25B	459	547	834	489	18	35
25D	N/A	24	N/A	0	N/A	0
25E	798	798	0	0	0	0
25H	353	512	599	518	64	44
25S	386	590	273	233	18	6
25U	435	570	792	788	46	23
27D	237	440	32	130	8	3
31B	270	453	224	336	62	32
31D	24	490	0	64	0	21
31E	24	533	7	121	7	2
31K	471	798	73	22	3	0
35F	414	798	490	232	18	0
35G	798	798	227	92	0	0
35L	24	798	1	34	1	0
35M	418	482	97	77	7	10
35N	365	432	242	95	16	9
35PAD			SEE	35PAZ		
35PAE			SEE	35PAZ		
35PAP			SEE	35PAZ		
35PAV			SEE	35PAZ		
35PAZ	24	798	0	40	0	0
35PCM	24	24	1	1	1	1
35PDG			SEE	35PAZ		
35PFR	380	798	3	4	1	0
35PKP	24	506	1	24	1	4
35PPF	327	661	7	20	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	36	19	0	0
35PRU	24	24	6	2	6	1
35S	24	381	7	43	7	9
35T	378	798	90	34	9	0
36B	504	798	116	23	9	0
37F	N/A	24	N/A	7	N/A	7
38R	N/A	24	N/A	7	N/A	7
38W	N/A	24	N/A	0	N/A	0
42A	444	547	810	567	63	24
42R	392	798	10	82	3	0
46S	24	193	2	27	2	24
46T	798	798	32	23	0	0
46V	341	579	75	55	15	2
51C	N/A	24	N/A	0	N/A	0
56M	313	549	66	154	19	6
68A	405	515	22	40	4	7
68B	798	798	3	4	0	0
68C	426	592	174	170	6	3
68D	484	798	99	64	4	0
68E	513	663	138	87	6	4
68F	24	798	4	38	4	0
68G	480	798	27	42	1	0
68H	484	586	18	7	2	1
68J	393	554	76	64	10	6
68K	490	586	182	94	16	6
68L	798	546	4	19	0	3
68M	481	491	14	15	2	1
68P	435	608	142	77	10	6
68Q	398	604	46	46	7	2
68R	419	620	94	122	9	7
68S	164	564	4	33	3	1
68T	798	602	56	51	0	2
68V	24	798	0	56	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68W	335	542	831	871	150	53
68X	335	580	54	101	15	2
68Y	24	455	1	13	1	2
74D	244	334	132	238	49	33
79R	N/A	24	N/A	0	N/A	0
79S	N/A	798	N/A	0	N/A	0
88H	798	798	138	136	0	0
88K	24	134	0	6	0	5
88L	798	24	0	1	0	1
88M	279	524	500	1016	93	55
88N	24	504	21	60	21	1
89A	24	N/A	6	N/A	6	N/A
89B	384	384	216	75	17	13
89D	24	24	3	9	3	9
91A	101	356	24	107	16	16
91B	348	536	978	1216	86	60
91C	361	641	154	217	14	4
91D	411	597	207	219	13	8
91E	370	605	100	132	9	3
91F	414	630	177	203	7	3
91H	142	324	24	55	15	9
91J	362	N/A	69	N/A	5	N/A
91L	285	445	13	42	1	3
91M	24	345	5	96	5	15
91P	108	798	4	21	3	0
91S	306	509	98	138	21	10
92A	338	614	510	779	66	47
92F	368	613	581	583	74	27
92G	141	435	107	386	64	51
92L	798	N/A	15	N/A	0	N/A
92M	200	211	11	12	7	7
92R	798	798	45	88	0	0
92S	798	798	9	15	0	0
92W	319	542	78	122	15	9
92Y	321	477	571	860	79	44

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

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
94A	798	798	18	14	0	0
94D	217	798	4	0	2	0
94E	365	334	56	4	3	4
94F	422	798	104	12	4	0
94H	261	458	9	16	3	3
94M	798	336	18	6	0	1
94P	24	798	1	4	1	0
94R	798	798	30	12	0	0
94S	24	24	4	2	4	2
94T	798	798	33	8	0	0
94Y	798	798	7	17	0	0
TOTALS			18524	17625	2327	1496

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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 October 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, 88N, 89A, 89D, 91M, 94P, 94S

**SSG**

11C, 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.