



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 July 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

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

AHRC-PDV-PE

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 August 2023 and Semi-Centralized Reminders and General Information for the Active Army

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 June 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 August 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 August 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:



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

AHRC-PDV-PE

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 August 2023 and Semi-Centralized Reminders and General Information for the Active Army

REMINDERS/GENERAL INFORMATION:

1. **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.

2. **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](#)).

3. **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](#)).

4. **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](#)).
5. Weapon Scores into Digital Training Management System (DTMS), dated 03 March 2023, refer to HRC web page by clicking [HERE](#).
6. **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](#).
7. **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 August 2023 changed when all records needed to be updated, **for example, eligibility for 1 August 2023 promotion pin on selection will be as of 30 June 2023, with a requirement to have supporting data entered into systems of record, no later than 26 June 2023.**
8. **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.
9. **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.
10. **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.

AHRC-PDV-PE

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 August 2023 and Semi-Centralized Reminders and General Information for the Active Army

11. **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/> .
12. **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](#), and [23-267](#).
13. Jr. Enlisted Promotion inquiries at 502-613-9013.

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING AUGUST 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	450	467	1571	1153	8	18
11C	355	353	195	14	7	4
12B	57	364	73	330	73	33
12C	172	428	4	37	4	1
12D	798	798	0	0	0	0
12H	N/A	290	N/A	9	N/A	6
12K	220	N/A	3	N/A	3	N/A
12M	318	292	13	3	2	2
12N	319	547	213	186	35	5
12P	798	798	0	62	0	0
12R	214	N/A	10	N/A	7	N/A
12T	352	798	22	4	2	0
12W	798	N/A	4	N/A	0	N/A
12Y	246	164	29	7	6	7
13B	38	324	42	202	42	25
13F	99	405	40	181	40	7
13J	238	256	135	32	23	17
13M	88	155	11	10	11	10
13R	250	169	53	4	9	4
14E	326	421	211	72	6	3
14G	398	459	209	69	13	4
14H	798	798	88	81	0	0
14P	412	540	110	107	2	1
14T	392	798	309	98	10	0
15B	475	611	130	29	4	1
15C	482	798	207	51	5	0
15D	488	604	140	52	5	3
15E	438	586	164	44	10	3
15F	525	798	79	34	1	0
15G	403	585	115	44	8	3
15H	394	711	60	37	3	1
15M	440	798	58	37	7	0
15N	306	609	50	72	9	4
15P	265	798	36	57	7	0
15Q	306	349	58	9	7	4

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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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
15R	452	634	538	237	17	1
15T	366	509	493	322	21	8
15U	324	504	188	168	33	14
15W	473	601	234	80	9	1
15Y	369	798	185	136	10	0
17C	40	170	17	6	17	6
17E	35	798	10	12	10	0
19D	345	386	274	194	5	5
19K	59	102	30	31	30	31
25B	439	559	867	501	56	27
25D	N/A	798	N/A	0	N/A	0
25E	798	798	0	0	0	0
25H	413	798	601	517	14	0
25S	798	798	245	228	0	0
25U	461	629	794	803	13	2
27D	294	452	38	121	12	3
31B	295	483	328	348	107	16
31D	160	553	2	74	2	1
31E	147	541	16	148	14	5
31K	511	798	84	24	7	0
35F	420	408	454	243	6	19
35G	441	798	222	81	7	0
35L	205	492	5	43	5	5
35M	433	798	89	66	5	0
35N	346	463	282	102	35	13
35PAD			SEE	35PAZ		
35PAE			SEE	35PAZ		
35PAP			SEE	35PAZ		
35PAV			SEE	35PAZ		
35PAZ	80	798	4	42	4	0
35PCM	115	448	2	1	2	1
35PDG			SEE	35PAZ		
35PFR	798	798	1	3	0	0
35PKP	167	558	3	25	3	1
35PPF	403	798	11	19	2	0

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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	31	18	0	0
35PRU	84	310	2	5	2	4
35S	71	416	13	49	13	7
35T	382	416	96	38	9	5
36B	798	798	108	13	0	0
37F	N/A	189	N/A	7	N/A	7
38R	N/A	182	N/A	3	N/A	3
38W	N/A	798	N/A	0	N/A	0
42A	486	544	762	556	6	25
42R	360	609	11	86	7	7
46S	144	798	2	26	2	0
46T	798	798	28	21	0	0
46V	441	798	83	50	3	0
51C	N/A	798	N/A	0	N/A	0
56M	362	552	75	153	7	8
68A	282	547	23	35	7	1
68B	185	518	4	5	2	1
68C	374	593	170	181	22	12
68D	467	798	99	65	4	0
68E	518	702	125	79	2	1
68F	120	528	2	37	2	2
68G	410	551	33	50	1	2
68H	554	798	20	7	2	0
68J	423	561	75	71	5	3
68K	501	600	209	107	17	6
68L	798	798	5	18	0	0
68M	344	496	14	16	3	2
68P	472	798	141	73	6	0
68Q	798	798	49	44	0	0
68R	442	629	113	128	8	3
68S	240	562	13	41	9	8
68T	451	624	62	53	4	1
68V	798	798	0	59	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68W	363	544	807	925	84	65
68X	428	584	58	98	3	1
68Y	798	798	0	12	0	0
74D	257	356	119	250	33	32
79R	N/A	798	N/A	0	N/A	0
79S	N/A	227	N/A	13	N/A	13
88H	798	589	140	142	0	3
88K	259	798	2	14	2	0
88L	129	89	1	1	1	1
88M	312	553	627	1069	99	36
88N	216	387	31	90	15	17
89A	208	N/A	7	N/A	4	N/A
89B	402	403	227	79	9	10
89D	252	144	3	5	3	5
91A	203	429	29	104	6	4
91B	374	549	913	1214	23	32
91C	391	620	176	230	15	7
91D	464	611	208	231	5	7
91E	417	798	105	130	3	0
91F	798	798	173	199	0	0
91H	194	401	40	62	12	5
91J	798	N/A	73	N/A	0	N/A
91L	176	449	19	43	9	3
91M	155	412	8	93	8	4
91P	101	798	5	19	4	0
91S	798	798	91	130	0	0
92A	335	629	608	801	98	41
92F	389	621	635	595	58	19
92G	201	484	158	402	54	18
92L	798	N/A	12	N/A	0	N/A
92M	296	798	13	14	2	0
92R	300	521	63	93	18	6
92S	250	466	15	18	6	1
92W	355	578	88	127	8	7
92Y	328	486	574	917	55	65

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

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AHRC-PDV-PE

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
94A	798	798	16	12	0	0
94D	222	798	5	0	3	0
94E	798	389	61	5	0	3
94F	798	798	99	9	0	0
94H	425	798	8	15	1	0
94M	363	344	16	5	1	2
94P	201	798	1	3	1	0
94R	433	798	31	12	1	0
94S	241	798	4	0	1	0
94T	798	798	26	8	0	0
94Y	798	798	6	18	0	0
TOTALS			19128	18003	1603	840

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AHRC-PDV-PE

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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 August 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

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

SSG

12Y, 13M, 13R, 17C, 19K, 25D, 37F, 38R, 38W, 51C, 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)

SGT

AZ, CM, KP, PF, RU

SSG

CM

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