

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 December 2022

MEMORANDUM FOR United States Army, Promotion Work Centers

- 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 17 October 2022 through 7 November 2022 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.

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 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 7 November 2022 who meet or exceed the cutoff score as they appear beginning on page 5, and the criteria listed below, may be promoted effective 1 January 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 January 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:

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

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

REMINDERS/GENERAL INFORMATION:

- 1. HR Professionals should refrain from manual publication of promotion orders on Soldiers selected for promotion with the effective date of 01 January 2023. HR Professionals should allow sufficient time for promotion system to deploy. With the deployment of promotion system, all automated subordinate task associated with selections (to include publication of promotion orders) with be executed by IPPS-A.
- 2. MILPER Message 22-436, Enlisted Promotions SGT through SGM during Brownout/Cutover (BOCO) for Implementation of the Integrated Personnel and Pay System Army (IPPS-A), dated 09 November 2022. Commanders / First Sergeants, unit S1s, should be aware of the provisions outlined as it is related to IPPS-A BOCO and enlisted promotions. Refer to MILPER Message 22-436 for additional information (click HERE).
- 3. MILPER Message 22-402, November 2022 Unit Promotion Boards (SGT and SSG), dated 17 October 2022. Due to unforeseen, unscheduled maintenance impacting the automated Promotion Point Worksheet, units will conduct November 2022 promotion boards early vice the normal window (10 -26 November). Units will conduct promotion boards immediately and complete them not later than 7 November 2022. Soldiers successfully recommended for promotion must be integrated onto the Promotion Point Worksheet (PPW) NLT 7 November 2022; without exception. Units will identify Soldiers who are eligible for a December 2022 board appearance not later than 4 November 2022. Refer to MILPER Message 22-402 for additional information (click HERE).
- 4. Change to Publication Date of HQDA By-Name List and HQDA Cutoff Scores Effective with 01 December 2021 promotion month, the on/about publication date is changed to on/around the 20th calendar day of each month. Refer to MILPER Message 21-419 for additional information (click HERE).
- 5. **Army Physical Fitness Test (APFT) and Weapons Cycle for Promotion Points** Guidance on data entry into the Digital Training Management System (DTMS), visit our 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.
- 7. **Temporary Promotion to Promote Soldiers without Requisite Professional Military Education (PME) Expanded Policy –** Refer to Memorandum HQDA (DAPE-ZA), Subject: Consolidated and Updated Application of Noncommissioned Officer Temporary Promotions, 01 November 2021. Effective 1 January 2022, by clicking <u>HERE.</u> All previous Memorandums issued by HQDA (DAPE-ZA) and MILPER Messages referencing Temporary Promotions are rescinded.

 Refer to HRC web address MILPER Message 21-458 by clicking <u>HERE</u>.

- 8. Supplement to Fiscal Year 21 (FY21) Noncommissioned Officer (NCO) Evaluation Boards (Monthly Promotion Selection Policy) Effective with the May 21 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. Milper Msg 22-402 changed the unit promotion timeline that is normally held. For promotion selections for 1 January 2023 changed when all records needed to be updated, for example, eligibility for 1 January 2023 promotion pin on selection will be as of 9 November 2022, with a requirement to have supporting data entered into systems of record, no later than 7 November 2022.
- 9. **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. Click **HERE** to review the Army Directive 2022-05.
- 10. 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.
- 11. Army Directive 2021-17, (Lateral Appointment to Corporal and Eligibility for Basic Leaders Course), dated 21 May 2021. Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of this directive as it announces a change in policy in eligibility for lateral appointment to Corporal (CPL) and Basic Leaders Course (BLC) attendance for enlisted Soldiers. In addition, this directive announces all references to MLI to the rank of SGT in reference 1, Tables 3-1 and 3-3, are rescinded. Click HERE to review the Army Directive 2021-17. Click HERE for detailed instructions provided within MILPER Message 21-205.
- 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 http://www.apd.army.mil/.
- 14. Online training course certificates (*example: DA Form 87*) cannot be used to update completion of military resident courses in eMILPO. Promotions obtained with erroneous promotion points will result in an administrative reduction.

- 15. **MILPER Messages** Unit S1 and 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>21-365</u>, <u>21-458</u>, <u>22-361</u>, <u>22-402</u>, and <u>22-436</u>.
- 16. Jr. enlisted promotion inquiries, email <u>usarmy.knox.hrc.mbx.tagd-jr-enlisted-promotions@army.mil</u>.

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

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2023 **ELIGIBLES ON LIST CUT-OFF SCORES PROMOTIONS (EST)** ...SSG... ...SGT.... ...SGT... ...SSG... ...SGT... ...SSG... MOS PZ SZ PΖ SZ PZ SZ PΖ SZ PZ SZ PZ SZ 35<u>6</u> 11B 11C 12B 12C 12D () 12H NA NA NA NA NA NA 12K NA NA NA NA NA NA 12M 12N 12P () Ω () 12R NA NA NA NA NA NA 12T 12W NA NA NA NA NA NA 12Y 13B 13F 13J 13M 13R 14E 14G 14H 14P 14T 15B 15C 15D 15E 15F 15G 15H 15M 15N 15P 15Q 15R () 15T 15U 15W 15Y 17C 17E 19D 19K 25B

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2023														
	CUT-OFF SCORES					ELIGIBLES ON LIST				PROMOTIONS (EST)				
	SGTSSG			SGTSSG			SGTSSG							
MOS	PΖ	SZ		SZ	PΖ	SZ	PΖ	SZ	PZ	SZ	PΖ	SZ		
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	429	430	572	576	792	62	616	78	51	8	10	4		
25L	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)		
25N	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)		
25Q	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)	(SEE	25H)		
25R	(SEE	46T)	(SEE	46T)	(SEE	46T)	(SEE	46T)	(SEE	46T)	(SEE	46T)		
25S	406	413	567	798	258	29	214	38	7	3	6	0		
25U	460	482	600	798	851	58	788	112	24	2	6	0		
25V	(SEE	46V)	(SEE	46V)	(SEE	46V)	(SEE	46V)	(SEE	46V)	(SEE	46V)		
27D	311	364	798	798	57	8	83	49	2	2	0	0		
31B	308	338	450	450	277	54	283	123	69	20	32	19		
31D	40	40	798	798	1	8	72	19	1	8	0	0		
31E	296	369	798	798	28	8	131	36	6	1	0	0		
31K	798	798	798	798	92	5	26	4	0	0	0	0		
35F	410	413	384	384	357	85	120	95	17	6	2	6		
35G	473	479	474	475	247	19	79	25	5	2	5	3		
35L	40	40	514	514	5	1	67	9	5	1	0	1		
35M	366	798	429	515	103	7	57	28	11	0	5	2		
35N	430	430	493	505	252	34	75	34	7	2	4	3		
35P	798	798	798	798	5	0	8	2	0	0	0	0		
35PAD	(SEE 3	35PAZ)	(SEE	35PAZ)		35PAZ)	(SEE	35PAZ)	(SEE 3		(SEE 3	35PAZ)		
35PAE	(SEE 3	35PAZ)		35PAZ)	(SEE	35PAZ)	(SEE	35PAZ)	(SEE 3	35PAZ)	(SEE 3	35PAZ)		
35PAP	(SEE 3	35PAZ)	(SEE	35PAZ)		35PAZ)	(SEE	35PAZ)	(SEE 3	35PAZ)	(SEE 3	35PAZ)		
35PAV		35PAZ)	(SEE	35PAZ)	(SEE	35PAZ)		35PAZ)	(SEE 3	35PAZ)	(SEE 3	35PAZ)		
35PAZ	285	798	798	798	1	0	39	7	1	0	0	0		
35PCM	798	798	798	798	0	0	0	0	0	0	0	0		
35PDG	(SEE 3	35PAZ)	(SEE	35PAZ)	(SEE	35PAZ)	(SEE	35PAZ)	(SEE 3	35PAZ)	(SEE 3	35PAZ)		
35PFR	345	798	798	798	4	0	0	0	2	0	0	0		
35PKP	181	181	532	798	1	4	14	5	1	4	1	0		
35PPF	338	798	798	798	1	0	20	3	1	0	0	0		
35PPG		35PPF)		35PPF)	(SEE	35PPF)	(SEE	35PPF)		35PPF)	(SEE 3	35PPF)		
35PPV	(SEE 3	35PPF)	(SEE	35PPF)	(SEE	35PPF)	(SEE	35PPF)	(SEE 3	35PPF)	(SEE 3	35PPF)		
35PQB	482	487	610	798	43	2	23	1	3	1	7	0		
35PRU	261	261	798	798	0	1	0	0	0	1	0	0		
35S	40	40	612	684	4	1	34	20	4	1	1	1		
35T	798	798	541	798	159	0	49	17	0	0	2	0 5 6		
36B	455	455	399	399	53	14	1	5	5	3	0	5		
37F	NA	NA	15	15	NA	NA	1	6	NA	NA	1	6		
38R	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0		
38W	NA	NA	15	15	NA	NA	0	0	NA	NA	0	0		
42A	482	484	551	553	801	128	493	164	28	12	16	8		
42R	445	445	617	635	31	9	76	17	0	4	4	1		
46S	40	40	426	439	0	0	36	6	0	0	4	1		
46T	798	798	798	798	23	0	14	2	0	0	0	0		

91D

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

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2023 **CUT-OFF SCORES ELIGIBLES ON LIST** PROMOTIONS (EST) ...SGT... ...SSG... ...SGT... ...SSG... ...SGT... ...SSG... MOS PΖ SZ SZ SZ SZ PΖ SZ PZ SZ PZ PZ PZ 46V 51C NA NA NA NA NA NA 56M 68A ()()() 68B 68C 68D 68E 68F 68G 68H 68J 68K 68L 68M 68P 68Q 68R 68S 68T 68V 68W 68X 68Y 74D 79R NA NA NA NA NA NA 79S NA NA NA NA NA NA 88H 88K 88L 88M 88N 89A NA NA NA NA NA NA 89B 89D 91A Ω 91B 91C

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

AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2023 CUT-OFF SCORES ELIGIBLES ON LIST PROMOTIONS (EST)

	CUT-OFF SCORES					ELIGIBI	LES ON	LIST	PROMOTIONS (EST)				
	8	SGT	SSG		SGT		SSG			SGT		SSG	
MOS	PΖ	SZ	PΖ	SZ	PZ	SZ	PΖ	SZ	PZ	SZ	PΖ	SZ	
91E	798	798	662	798	128	8	148	14	0	0	1	0	
91F	529	529	798	798	207	30	201	27	1	1	0	0	
91H	798	798	798	798	66	3	82	10	0	0	0	0	
91J	798	798	NA	NA	106	5	NA	NA	0	0	NA	NA	
91L	798	798	490	798	36	3	47	9	0	0	1	0	
91M	238	798	798	798	13	0	87	17	2	0	0	0	
91P	103	103	332	798	2	2	13	6	2	2	1	0	
91S	798	798	798	798	82	11	100	21	0	0	0	0	
92A	460	461	798	798	706	63	743	134	14	8	0	0	
92F	496	497	696	700	742	93	584	106	23	6	2	1	
92G	295	798	554	562	256	14	403	53	15	0	6	1	
92L	497	798	NA	NA	22	3	NA	NA	1	0	NA	NA	
92M	347	347	353	353	5	3	_ 3	8	0	1	0	1	
92R	401	401	798	798	51	9	77	14	1	4	0	0	
92S	798	798	798	798	24	2	22	4	0	0	0	0	
92W	798	798	798	798	107	12	105	24	0	0	0	0	
92Y	370	400	519	520	624	55	780	198	45	3	11	9	
94A	798	798	305	798	10	1	10	1	0	0	1	0	
94D	798	798	289	289	5	0	0	1	0	0	0	1	
94E	435	450	467	616	99	7	21	4	5	1	1	1	
94F	798	798	798	798	115	11	7	3	0	0	0	0	
94H	798	798	798	798	7	2	11	5	0	0	0	0	
94M	314	798	519	519	18	0	2	2	1	0	0	1	
94P	40	40	304	798	0	0	6	1	0	0	2	0	
94R	798	798	523	798	40	5	22	0	0	0	1	0	
94S	133	798	15	15	2	0	1	0	2	0	Ι	0	
94T	798	798	798	798	31	8	9	2	0	0	0	0	
94Y 	798	798 	798	798 	12	1	16	1	0	0	0	0	
TOTALS					20560	2247	16513	3914	888	311	302	182	

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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 2023 if more had been reflected in the Total Army Personnel Database 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, 12P, 13F, 17E, 19K, 31D, 35L, 35S, 46S, 68F, 68Y, 89D, 94P.

SSG

11C, 13M, 17C, 19K, 25D, 25E, 37F, 38R, 38W, 51C, 89D, 94S.

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