



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 United States Army Reserve, Active Guard Reserve

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 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

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.**

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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](#), and [23-267](#).

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

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AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING October 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (EST)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	798	798	0	2	0	0
11C	798	798	0	0	0	0
12B	798	798	0	12	0	0
12C	798	798	0	3	0	0
12H	798	798	0	4	0	0
12N	798	798	0	11	0	0
12R	798	798	0	0	0	0
12W	798	798	0	0	0	0
15P	798	798	0	2	0	0
15Q	798	798	0	2	0	0
15R	798	798	0	0	0	0
15T	798	798	0	6	0	0
15U	798	798	0	0	0	0
25B	798	798	0	14	0	0
25H	798	798	0	5	0	0
25L	798	798	0	0	0	0
25N	798	798	0	0	0	0
25Q	798	798	0	0	0	0
25S	798	798	0	1	0	0
25U	798	186	0	7	0	2
27D	798	120	0	1	0	1
31B	798	798	0	2	0	0
31D	798	798	0	0	0	0
31E	798	798	0	8	0	0
35F	798	235	0	4	0	1
35G	798	206	0	1	0	1
35L	798	798	0	2	0	0
35M	798	798	0	0	0	0
35N	798	798	0	0	0	0
35T	798	798	0	2	0	0
36B	798	798	0	0	0	0
37F	798	798	0	8	0	0
38B	798	255	0	4	0	1
42A	46	798	11	270	7	0
46Q	798	798	0	0	0	0
46R	798	798	0	0	0	0
46S	798	798	0	2	0	0
56M	798	798	0	0	0	0
68A	798	798	0	4	0	0
68C	798	798	0	0	0	0
68E	798	798	0	0	0	0
68G	798	798	0	0	0	0

Note 1: Cut off score of 798 signifies no promotions needed.

AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING October 2023

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (EST)	
	SGT	SSG	SGT	SSG	SGT	SSG
68J	798	798	0	10	0	0
68R	798	798	0	0	0	0
68W	798	798	0	10	0	0
68X	798	798	0	1	0	0
74D	798	798	0	16	0	0
79R	798	798	0	0	0	0
88H	798	798	0	1	0	0
88K	798	798	0	0	0	0
88L	798	798	0	0	0	0
88M	798	798	0	7	0	0
88N	798	225	0	5	0	3
89A	798	798	0	0	0	0
89B	798	798	0	7	0	0
91B	108	798	3	165	2	0
91C	798	798	0	5	0	0
91D	798	798	0	5	0	0
91F	798	798	0	0	0	0
91H	798	798	0	0	0	0
91J	798	798	0	0	0	0
91L	798	798	0	0	0	0
92A	798	798	1	16	0	0
92F	798	798	0	23	0	0
92G	90	161	2	1	2	1
92L	798	798	0	0	0	0
92M	798	798	0	3	0	0
92R	798	798	0	0	0	0
92S	798	798	0	4	0	0
92W	798	798	0	0	0	0
92Y	58	798	21	287	15	0
94D	798	798	0	0	0	0
94F	798	798	0	0	0	0
TOTALS			38	943	26	10

Note 1: Cut off score of 798 signifies no promotions needed.