



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 December 2023

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 2024 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 26 October 2023, effective date 26 November 2023.
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 November 2023 through 26 November 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 1-34 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 1-34 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 November 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 January 2024 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 1-34 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 1-34 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, Paragraph 5-5, a.

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 January 2024 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 SPC waiver ceiling percentage is 25%, IAW AR 600-8-19, paragraph 2-3 a (3).

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. **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 **26 October 2023** with an effective date of **26 November 2023**. To obtain a copy click [HERE](#).

2. **HRC Junior Enlisted Promotions / Posted Enlisted Promotion Informational Slide Presentation, as of 26 October 2023**. Informational brief is posted to the HRC web address:

<https://www.hrc.army.mil/content/5781> Scroll down to "Hot Topics", then click on "Promotions G1 S1 Training Slides as of 26 October 2023", which is this address: <https://www.hrc.army.mil/asset/27474> .

This slide deck is also available via S1 Net address:

<https://www.milsuite.mil/book/docs/DOC-1265512>

<https://www.milsuite.mil/book/docs/DOC-1262288>

3. **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.

4. **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.

5. **NO LONGER LISTING OF PRIMARY / SECONDARY ZONES ON HQDA CUTOFF SCORES –**

**Policy Reference(s):**

AR 600-8-19, Paragraph 3-2, b (1) - Secondary Zone

AR 600-8-19, Paragraph 3-2, b (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.

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**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 Paragraph 5-5, a. There is no change to IPPS-A automation business rules as outlined above as the TIS/TIG requirement(s) are still enforced and deployed.

**6. 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 new version of AR 600-8-19, Paragraph 3-23, reflects 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](#)).

**7. 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](#)).

**8. MILPER Message 23-022 expired 26 October 2023; superseded with release of AR 600-8-19 dated 26 October 2023.** Although the MILPER has expired, the contents remain relevant in that Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined in paragraph 3-23. **Rules for processing administrative systems correction (Regular Army and U.S. Army Reserve (Active Guard Reserve))**. This will apply to selections for 1 January 2024 and beyond.

**9. Weapon Scores into Digital Training Management System (DTMS)**, dated 03 March 2023, refer to HRC web page by clicking [HERE](#).

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**10. Temporary Promotion to Promote Soldiers without Requisite Professional Military Education (PME)** Refer to Memorandum HQDA (DAPE-ZA), Subject: Reinforcement of Select, Train, Educate, Promote (STEP) Policy for Noncommissioned Officer (NCO) Promotions and Limited Application of Temporary Promotions, 12 September 2023. 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](#).

**11. Monthly Promotion Timelines for Promotions to SGT / SSG.** IAW AR 600-8-19, paragraph 3-3, f, promotion boards will 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 January 2024 changed when all records needed to be updated, **for example, eligibility for 1 January 2024 promotion pin on selection will be as of 30 November 2023, with a requirement to have supporting data entered into systems of record, no later than 26 November 2023.**

**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 3-10, a, composition of promotion boards.

**13. MILPER Messages** – Unit S1, MPD personnel, and Soldiers, should review the following messages: [23-038](#), [23-128](#), [23-178](#), [23-260](#), and [23-418](#).

**14.** Jr. Enlisted Promotion inquiries at 502-613-9013.

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**AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2024**

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	217	0	14	0	4
12C	798	798	0	3	0	0
12K	798	798	0	1	0	0
12N	798	798	0	11	0	0
12R	798	798	0	0	0	0
12W	798	101	0	2	0	1
15P	798	798	0	3	0	0
15Q	798	155	0	1	0	1
15R	798	798	0	0	0	0
15T	798	798	0	7	0	0
15U	798	798	0	1	0	0
15Y	798	798	0	0	0	0
25B	64	180	1	11	1	3
25H	798	90	0	3	0	3
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	0	0	0
25U	798	798	0	10	0	0
27D	798	105	0	2	0	2
31B	798	798	0	1	0	0
31D	798	798	0	0	0	0
31E	798	798	0	9	0	0
35F	798	167	0	2	0	1
35G	798	798	0	0	0	0
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	100	0	1	0	1
37F	798	798	0	7	0	0
38B	798	210	0	2	0	1
42A	74	798	22	242	10	0
46Q	798	798	0	0	0	0
46R	798	798	0	0	0	0
46S	798	105	0	2	0	2
56M	798	798	0	0	0	0
68A	798	798	0	3	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 JANUARY 2024**

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (EST)	
	SGT	SSG	SGT	SSG	SGT	SSG
68J	798	798	0	14	0	0
68R	798	798	0	0	0	0
68W	85	405	1	11	1	2
68X	798	798	0	1	0	0
74D	242	798	1	12	1	0
79R	798	159	0	4	0	4
88H	798	798	0	0	0	0
88K	798	798	0	0	0	0
88L	798	798	0	0	0	0
88M	798	798	0	4	0	0
88N	798	203	0	7	0	1
89A	798	798	0	0	0	0
89B	798	798	0	6	0	0
91B	84	798	7	165	4	0
91C	798	798	0	2	0	0
91D	798	798	0	3	0	0
91F	798	798	0	0	0	0
91H	798	798	0	0	0	0
91J	798	798	0	4	0	0
91L	798	798	0	0	0	0
92A	52	798	1	13	1	0
92F	798	798	0	24	0	0
92G	798	106	2	6	0	3
92L	798	798	0	0	0	0
92M	798	798	0	4	0	0
92R	798	798	0	0	0	0
92S	798	798	0	4	0	0
92W	798	798	0	0	0	0
92Y	33	798	13	268	7	0
94D	798	798	0	0	0	0
94F	798	798	0	0	0	0
TOTALS			48	896	25	29

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

**HQDA AGR Monthly SGT Promotion Selection By-Name List  
Selected for 1 January 2024 Promotion as of 26 November 2023**

**TO SERGEANT**

The following Soldiers should contact their Battalion S1, Military Personnel Division or Readiness Division to determine if they are fully qualified for promotion on 1 January 2024.

NCOs promoted without meeting the PME requirement will be annotated with a double asterisk (\*\*). These promotions are temporary promotions.

NCOs promoted who are otherwise PME compliant will not be annotated with any special characters. These promotions are not temporary promotions.

BAUMGARTNER ETHAN**	SPC	91B	20240101
COLLAZOPEREZ ZABDIEL	SPC	42A	20240101
DEWITT GEOVANY**	SPC	91B	20240101
DRAWDY AUSTIN**	SPC	42A	20240101
DUBIDAD NICKESHA**	SPC	92Y	20240101
GONZALEZ ELIAS	SPC	92Y	20240101
GUILLIAMS JUANITA**	SPC	91B	20240101
HUDUTCU CHRISTINA**	SPC	68W	20240101
KHANAL GANGA**	SPC	42A	20240101
LABOYSANCHEZ JOHALYS**	SPC	92Y	20240101
LOZANOPEREZ FRANCISCO	SPC	42A	20240101
LUCAS ZACHARY**	SPC	74D	20240101
LY TRI**	SPC	25B	20240101
MARIN JAZLYN**	SPC	42A	20240101
MCBRIDE JAMES**	SPC	91B	20240101
MORASALAZAR DANIELA**	SPC	92Y	20240101
NICHOLS STEVEN**	SPC	42A	20240101
OJO OLUWASEUN**	SPC	92Y	20240101
ROBLES JUAN**	SPC	92A	20240101
SANDERS NIFATERIA**	SPC	42A	20240101
SNELL LAQUASIA**	SPC	92Y	20240101
SNOW TRISTAN	SPC	92Y	20240101
STALL JORDAN**	SPC	42A	20240101
WILKS TYLER**	SPC	42A	20240101
WILSON MARSHAWN**	SPC	42A	20240101



**HQDA AGR Monthly SSG Promotion Selection By-Name List  
Selected for 1 January 2024 Promotion as of 26 November 2023**

**TO STAFF SERGEANT**

The following Soldiers should contact their Battalion S1, Military Personnel Division or Readiness Division to determine if they are fully qualified for promotion on 1 January 2024.

NCOs promoted without meeting the PME requirement will be annotated with a double asterisk (\*\*). These promotions are temporary promotions.

NCOs promoted who are otherwise PME compliant will not be annotated with any special characters. These promotions are not temporary promotions.

ADAMS SEDEDRIK	SGT	27D	20240101
ALCALACINTRON ALEJANDRO**	SGT	12B	20240101
ALVAREZ JOSEPH**	SGT	25B	20240101
ASHBY MATTHEW**	SGT	25H	20240101
BARNUM MARTEZ**	SGT	92G	20240101
BARRETT LEXUS**	SGT	27D	20240101
BRINGAS EDWARD	SGT	79R	20240101
DEMERS MICHAEL**	SGT	15Q	20240101
DRABO TUIGONI**	SGT	36B	20240101
DUNKLEBARGER JUSTIN**	SGT	79R	20240101
FLETCHER KEVIN**	SGT	38B	20240101
FLORES JAREL**	SGT	12B	20240101
FORD JAMES**	SGT	68W	20240101
HILLMAN JOSHUA**	SGT	46S	20240101
LANNI MICHAEL**	SGT	25H	20240101
LAROIYA KUSHAL**	SGT	35F	20240101
MERCADOCEBOLLERO JESUS**	SGT	92G	20240101
MILLER RANDI**	SGT	79R	20240101
MORALES JESSICA**	SGT	25B	20240101
MOSLEY TOBY**	SGT	12B	20240101
OLIVERASRIVERA HERNAN**	SGT	25B	20240101
PAYTON DERYK	SGT	79R	20240101
RODRIGUEZMELETICHE JOSE**	SGT	25H	20240101
SMITH REGGIE**	SGT	12W	20240101
THOMPSON ANDREW**	SGT	88N	20240101
TRENT CHRISTINA**	SGT	92G	20240101
TUGGLE CHEYENNE**	SGT	68W	20240101
VEGAVAZQUEZ HALAYLA**	SGT	46S	20240101
VELAZQUEZ LIECHAR**	SGT	12B	20240101