



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 2024

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 1 January 2025 and Semi-Centralized Reminders and General Information for the Active Army

1. **Reference(s):**

- a. Army Regulation (AR) 600-8-19, Enlisted Promotions and Demotions - Published on 21 June 2024, effective date 21 July 2024 (Click [HERE](#)).
- b. Memorandum, DAPE-ZA, Suspension of Temporary Promotions and Select-Train-Educate-Promote (STEP) Policy, dated 02 May 2024 (Click [HERE](#)).

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 2024 through 26 November 2024 as follows:

- a. To Staff Sergeant (SSG) must graduate Basic Leader Course (BLC) prior to board appearance, in accordance with (IAW) reference b (cited above).
- 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 there is no Professional Military Education (PME) requirement for board appearance, IAW reference b (cited above).
- 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.

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g. Soldiers must meet all eligibility criteria IAW AR 600-8-19, Table 3-1 and reference b (cited above).

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 2024 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 2025 as follows:

a. To SSG must graduate BLC before they are eligible for consideration for promotion pin-on to SSG, IAW reference b (cited above).

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 there is no PME required for promotion pin-on to SGT, IAW reference b (cited above).

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, and reference b (cited above).

5. **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. Suspension of Temporary Promotions and Select-Train-Educate-Promote (STEP) Policy, dated 02 May 2024.** The Army G1, Directorate of Military Personnel Management (DMPM), announced significant changes to the enlisted promotion policy within this memorandum – Click [HERE](#). This policy change is effective the promotion month **June 2024**. As a companion tool, the US Army Human Resources Command (HRC), published an **updated** version of the Frequently Asked Questions – Click [HERE](#).
- 2. Weapon Qualification – Expiration Dates Enforced.** Effective with 01 May 2024 promotion month, Soldiers will lose promotion points under their Weapon Qualification, if date is greater than policy cited within AR 600-8-19, Paragraph 3-15, Sub-Paragraph a, (2). Qualification scores exceeding 24 months will not be awarded promotion points. The loss of these promotion points will NOT be grounds to seek an Administrative System Corrections (ASC) – Reference: AR 600-8-19, Paragraph 3-23.  
**HRC Address** - Click [HERE](#).
- 3. Army Combat Fitness Test (ACFT) – Expiration Dates Enforced.** Effective with 01 June 2024 promotion month, Soldiers will lose promotion points under their ACFT, if score date is greater than policy cited within AR 600-8-19, Paragraph 3-15, Sub-Paragraph c. ACFT score dates exceeding 12 months will not be awarded promotion points. The loss of these promotion points will NOT be grounds to seek an ASC – Reference: AR 600-8-19, Paragraph 3-23.
- 4. Defense Language Proficiency Test (DLPT) – Expiration Dates Enforced.** Effective with 01 June 2024 promotion month, Soldiers will lose promotion points under their DLPT, if score date is greater than policy cited within AR 600-8-19, Paragraph 3-18, Sub-Paragraph f. DLPT score dates exceeding 12 months will not be awarded promotion points. The loss of these promotion points will NOT be grounds to seek an ASC – Reference: AR 600-8-19, Paragraph 3-23.
- 5. HRC Junior Enlisted Promotions (JEP) – Job Aids / Information Papers.** In an effort to provide the field guidance related to current trends and corrective actions, HRC JEP has published several job aids / information papers. A central page has been posted to the Mil.Suite web forum, S1 Net (Click [HERE](#)).
- 6. 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 **21 June 2024** with an effective date of **21 July 2024**. To obtain a copy click [HERE](#).
- 7. HRC Junior Enlisted Promotions / Posted Enlisted Promotion Informational Slide Presentation, as of 06 June 2024.** Informational brief is posted to the HRC web for “Enlisted Promotions G1 S1 Training Slides as of 06 June 2024”, [CLICK HERE](#).

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**8. 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, Figure 3-2, Figure 3-3, and [ATP 1-0.1](#), Paragraph 4-36.

**9. 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.

**10. 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](#).

**11. MILPER Message 23-178**, Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined within this MILPER Message related to the Soldier Referral Program (SRP). The line of effort for processing early promotions related to the SRP was updated 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 23-178](#). That policy was extended by [MILPER Message 24-026](#) until 27 DEC 2024.

**12. MILPER Message 23-022 expired 26 October 2023; superseded with release of AR 600-8-19 dated 21 June 2024.** Although this [MILPER](#) has expired, the contents remain relevant in that Commanders / First Sergeants / Unit Human Resource Professionals, should be aware of the provisions outlined in AR 600-8-19, Paragraph 3-23. Rules for processing administrative systems corrections (Regular Army and U.S. Army Reserve (Active Guard Reserve),

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

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14. **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. Army-level promotion decisions (cutoff scores and by-name selections) are made based on known requirements and inventory data as of 0200 hours eastern standard time (EST) on the 2nd calendar day of the month. **For example, for 01 January 2025 selections, what where the known requirements and inventory data as of 0200 hours EST on the 2nd of December 2024. Records will have to be updated by the 26th of each month for promotion consideration on the first day of the second month. Eligibility for 1 January 2025 promotion pin on selection will be as of 30 November 2024, with a requirement to have supporting data entered into systems of record, no later than 26 November 2024.**

15. **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.

16. **MILPER Messages** – Unit S1, MPD personnel, and Soldiers, should review the following messages:

[23-465](#), Special MOS Alignment Promotion Program (SMAPP)

[23-517](#), Exception to Policy – AR 600-8-19 - Merit Promotions within the USAREC

[23-518](#), Temporary Promotion Authority Department Army Select Recruiters (DASR) within the USAREC

[24-026](#), Extension Early Promotions / Army Recruiting Ribbon under Soldier Referral Program (Pilot)

[24-491](#), Temporary Promotion Authority for DASR By-Name List for 21st and 27th of November and the 12th of December 2024.

[24-497](#), Soldier Referral Program By-Name List for Early Promotion Advancement and the Award of the Army Recruiting Ribbon for December 2024

17. Junior Enlisted Promotion inquiries at 502-613-9013.

**AA PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING JANUARY 2025**

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	462	540	2963	1926	218	106
11C	453	526	427	177	32	10
12B	24	388	48	332	48	17
12C	165	625	10	87	7	1
12D	24	24	0	0	0	0
12H	N/A	460	N/A	53	N/A	8
12K	798	N/A	5	N/A	0	N/A
12M	463	370	15	2	1	1
12N	399	648	150	243	24	15
12P	24	798	0	86	0	0
12R	24	N/A	2	N/A	2	N/A
12T	24	24	2	1	2	1
12W	798	N/A	15	N/A	0	N/A
12Y	24	253	2	11	2	6
13B	24	310	53	184	53	26
13F	24	434	31	228	31	12
13J	301	312	160	78	30	10
13M	24	24	11	12	11	12
13R	367	476	56	16	4	2
14E	448	798	123	60	2	0
14G	545	605	233	88	6	2
14H	470	592	86	93	5	4
14P	475	623	144	165	10	2
14T	495	522	251	142	16	7
15B	798	798	110	41	0	0
15C	669	711	233	72	7	5
15D	798	798	112	49	0	2
15E	587	617	84	27	1	2
15F	562	752	68	26	4	1
15G	641	798	84	50	1	0
15H	610	798	34	32	1	0
15M	428	758	53	39	7	1
15N	296	735	20	65	7	2
15P	360	662	58	120	6	1
15Q	299	321	47	27	12	13

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	581	717	522	255	22	5
15T	491	564	455	372	28	3
15U	576	726	269	216	5	3
15W	474	668	146	73	15	5
15Y	445	721	140	144	10	2
17C	95	70	11	5	11	5
17E	24	24	18	8	18	8
19C	384	423	178	63	28	11
19D	196	326	187	145	98	40
19K	24	197	55	51	55	24
25B	635	717	998	696	44	26
25D	N/A	24	N/A	0	N/A	0
25E	N/A	164	N/A	2	N/A	2
25H	503	631	640	512	49	25
25S	404	723	166	237	25	9
25U	579	738	935	800	40	19
27D	301	798	30	122	8	0
31B	577	693	612	574	26	10
31D	24	381	0	9	0	5
31E	798	798	33	133	0	0
31K	554	694	62	19	7	1
35F	599	600	761	434	36	21
35G	595	641	265	167	17	9
35L	24	798	9	45	9	0
35M	457	588	158	112	17	10
35N	411	446	285	176	36	14
35PAD			SEE 35PAZ			
35PAE			SEE 35PAZ			
35PAP			SEE 35PAZ			
35PAV			SEE 35PAZ			
35PAZ	24	798	3	16	3	0
35PCM	24	24	2	1	2	1
35PDG			SEE 35PAZ			
35PFR	798	798	13	2	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
35PKP	798	798	22	47	0	0
35PPF	798	798	16	10	0	0
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	633	798	47	34	1	1
35PQI			SEE 35PAZ			
35PQL			SEE 35PAZ			
35PRU	24	24	3	2	3	2
35S	24	391	4	57	4	5
35T	452	477	112	53	8	5
36B	718	798	156	101	1	0
37F	N/A	24	N/A	10	N/A	10
42A	581	562	891	789	55	51
42R	798	798	56	126	0	2
46S	87	451	6	44	6	2
46T	798	798	30	23	0	0
46V	532	786	59	67	3	1
51C	N/A	24	N/A	0	N/A	0
56M	438	698	81	165	11	4
68A	798	798	29	51	0	0
68B	391	798	11	6	3	0
68C	510	586	157	171	16	11
68D	507	555	92	69	11	5
68E	695	798	154	116	3	2
68F	215	798	10	40	4	0
68G	556	686	50	62	2	3
68H	798	798	18	14	0	0
68J	560	567	69	72	6	2
68K	651	608	164	131	13	8
68L	798	798	2	19	0	0
68M	545	562	38	32	3	5
68P	643	604	119	71	4	1
68Q	798	798	65	57	0	0
68R	644	798	123	121	3	1
68S	798	798	32	53	0	0

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68T	798	798	61	59	0	0
68V	24	798	0	104	0	0
68W	420	655	793	1169	92	33
68X	498	571	82	95	4	2
68Y	24	578	1	5	1	1
74D	324	479	228	407	39	19
79R	N/A	24	N/A	1	N/A	1
79S	N/A	798	N/A	3	N/A	0
88H	798	798	180	182	0	0
88K	24	339	5	1	5	1
88L	24	798	2	5	2	0
88M	333	647	399	1115	88	39
88N	798	612	121	201	0	12
89A	24	N/A	3	N/A	3	N/A
89B	500	426	222	82	17	15
89D	24	347	5	23	5	10
91A	24	445	7	131	7	10
91B	470	629	1084	1421	94	40
91C	502	798	139	224	10	1
91D	494	797	202	232	15	2
91E	477	743	86	127	3	2
91F	567	798	205	196	6	0
91H	24	656	3	84	3	2
91J	798	N/A	68	N/A	0	N/A
91L	24	497	3	58	3	5
91M	24	477	8	140	8	2
91P	24	798	1	25	1	0
91S	479	798	94	154	8	0
92A	494	760	580	943	37	16
92F	508	752	548	702	33	10
92G	131	501	85	340	47	14
92L	761	N/A	19	N/A	1	N/A
92M	300	195	5	3	1	2
92R	405	603	83	163	17	7
92S	24	577	3	12	3	3

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
92W	418	740	81	116	10	3
92Y	427	601	590	1195	55	30
94A	798	798	12	8	0	0
94D	798	798	7	7	0	0
94E	447	553	56	29	3	1
94F	575	718	80	17	1	1
94H	798	798	4	5	0	0
94M	798	798	26	21	0	0
94P	24	798	0	12	0	0
94R	798	798	26	12	0	0
94S	24	226	2	4	2	1
94T	798	798	37	13	0	0
94Y	798	798	1	7	0	0
<b>TOTALS</b>			<b>21506</b>	<b>22387</b>	<b>1943</b>	<b>933</b>

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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 2025 if more had been reflected in 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, 12P, 12R, 12T, 12Y, 13B, 13F, 13M, 17E, 19K, 31D, 35L, 35S, 68V, 68Y, 88K, 88L, 89A, 89D, 91A, 91H, 91L, 91M, 91P, 92S, 94P, 94S.

**SSG**

12D, 12T, 13M, 17E, 25D, 37F, 51C, 79R.

**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, 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.