



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 November 2025

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores for 01 December 2025 and Semi-Centralized Reminders and General Information for the United States Army Reserve, Active Guard Reserve

1. Reference(s):

- a. Army Regulation (AR) 600-8-19, Enlisted Promotions and Demotions, dated 21 June 2024, effective 21 July 2024, Click [HERE](#).
- b. Integrated Personnel and Pay System - Army (IPPS-A), User Manual – Version 16, dated: 05 September 2025, Chapter 18, Click [HERE](#).

2. Work Analysis and Integration.

- a. **Purpose:** To reinforce current procedures concerning the above subject.
- b. **Function:** Enlisted Promotions and Demotions.
- c. **Task:** Process monthly Headquarters, Department of the Army (HQDA) promotion points cutoff scores and enlisted promotion information.

3. Board Requirements:

- a. Eligible Soldiers who meet the following criteria may appear before a promotion board between 10 October 2025 through 26 October 2025 as follows:
 - b. To Staff Sergeant (SSG) must graduate Basic Leader Course (BLC) prior to board appearance.
 - c. To SSG **primary** zone: Sergeant (SGT) with minimum 70 months time in service (TIS) and 16 months time in grade (TIG).
 - d. To SSG **secondary** zone: SGT with minimum 46 months TIS and 6 months TIG.
 - e. To SGT there is no Professional Military Education (PME) requirement for board appearance.
 - f. To SGT **primary** zone: Corporal (CPL) / Specialist (SPC) with minimum 34 months TIS and 10 months TIG.
 - g. To SGT **secondary** zone: CPL/SPC with minimum 16 months TIS and 4 months TIG.

h. Soldiers must meet all eligibility criteria IAW [Reference 1A](#), Table 3-1.

4. **Pin-On Requirements:**

a. To SSG must graduate BLC before they are eligible for promotion pin-on.

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.

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 [Reference 1A](#), Paragraph 5-5, a.

i. 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 October 2025 who meet or exceed the cutoff score as they appear beginning on page 6, may be promoted effective 01 December 2025.

BY THE ORDER OF THE SECRETARY OF THE ARMY:



OSCAR E. CASTANEDA
SGM, USA
Chief, Enlisted Promotions
Promotions Branch

REMINDERS/GENERAL INFORMATION:

- 1. Unit S1 Check Eligibility Pre-Board / Post-Board:** HR Professionals are reminded of the requirements to check eligibility for promotion during both Pre-Board and Post-Board events. Pre-Board checks should include a review of all training records to ensure they reflect correctly within IPPS-A (i.e. weapon score, AFT score). In addition, match source document(s) for every award, resident military education course, college credit, and technical certification, cited on the Promotion Point Worksheet (PPW). Soldiers should validate their PPW Pre-Board IAW [Reference 1B](#), Paragraph 18-38. Unit S1s should also check eligibility after release of HQDA By-Name List. Soldiers selected for promotion must remain fully eligible through their promotion date. Soldiers found to be not fully eligible IAW [Reference 1A](#), Paragraph 1-11, should not be promoted. If Unit S1s are updating IPPS-A Person Profile for PME (BLC graduate) on SGTs, they must confirm the SGT is a BLC graduate within their ATRRS / iPERMS. Unit S1s updating Military Education within IPPS-A Person Profile is **highly discouraged** and can lead to erroneous selection to SSG if not verified.
- 2. Monthly Promotion Timelines for Promotions to SGT / SSG.** IAW [Reference 1A](#), 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 December 2025 selections, what were the known requirements and inventory data as of 0200 hours EST on the 2nd of November 2025. Eligibility for 01 December 2025 promotion pin on selection will be as of 31 October 2025, with a requirement to have supporting data entered into systems of record, no later than 26 October 2025.**
- 3. Army Directive 2025-06 - Army Fitness Test (AFT), dated 17 April 2025.** Detailed guidance can be found within MILPER Message [25-201](#), Timeline for Semi-Centralized Promotion Cycle to Support the Army Fitness Test Implementation, dated 22 May 2025.
- 4. Roster Audit History (RAH)** –HR Professionals have access the RAH within IPPS-A. RAH provides Unit S1s a detailed view of a Soldier’s promotion points, broken down by date. Within each date entry, the promotion points are further broken down by subject (AFT points, weapon points, awards points, etc.). The RAH empowers Unit S1s to better answer inquiries from their Soldiers. HRC, JEP published a detailed job aid via HRC and SharePoint web sites. Click [HERE](#) for the HRC link, click [HERE](#) for the SharePoint link.
- 5. HRC 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. Click [HERE](#).

6. **Recently Published Job Aids.** The following list consists of recent job aids published:

G1-S1 Training - as of 27 OCT 2025

HRC: <https://www.hrc.army.mil/asset/50545>

S1 Net – SharePoint: Click [HERE](#)

Technical Certifications: as of 30 SEPT 2025, Published 06 NOV 2025

HRC: <https://www.hrc.army.mil/asset/51793>

S1 Net – SharePoint: Click [HERE](#)

7. **Soldier Referral Program (SRP) Continuation.** This extension will allow staff time to assess and determine an enduring requirement for the viability of the pilot. Detailed guidance can be found within MILPER Message 25-080 – click [HERE](#).

8. **AR 600-8-19**, Enlisted Promotions and Demotions. Administrative revision was published 17 March 2025. To obtain a copy - click [HERE](#).

9. **HRC JEP Enlisted Promotion G1/S1 Training Brief**, as of 27 October 2025. This brief provides detailed guidance on a variety of subjects. Available at HRC – click [HERE](#), or S1 Net – click [HERE](#).

10. **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.

11. **ASC / ARC Difference Within Integrated Personnel and Pay System – Army (IPPS-A)** - Unit S1s, should be aware the Administrative Records Corrections (ARC) had a name change now called Administrative System Corrections (ASC). Requests for backdated promotions are now called ASC. The new version of [Reference 1A](#), 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 this information paper. For the HRC web link click [HERE](#), and for the SharePoint - click [HERE](#).

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 cited above will render promotion boards invalid. HRC JEP will HQDA flag all Soldiers appearing on the promotion board proceedings. [Reference 1A](#), paragraph 3-10, a, and b.

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

[25-065](#), Special MOS Alignment Promotion Program (SMAPP) – still active (*link is broken – HRC is aware*)

[25-080](#), Extension to Early Promotions and the Army Recruiting Ribbon under the Soldier Referral Program

[25-201](#), Timeline for Semi-Centralized Promotion Cycle to Support the Army Fitness Test Implementation

[25-464](#), Soldier Referral Program By-Name List for Early Promotion Advancement and the Award of the Army Recruiting Ribbon for November 2025

AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	798	798	0	1	0	0
11C	798	798	0	0	0	0
12B	798	798	0	0	0	0
12C	798	798	0	1	0	0
12D	798	798	0	0	0	0
12H	798	798	0	0	0	0
12K	798	798	0	0	0	0
12N	798	798	0	14	0	0
12R	798	798	0	0	0	0
12T	798	798	0	0	0	0
12W	798	798	0	0	0	0
14P	798	798	0	0	0	0
15F	798	798	0	0	0	0
15G	798	798	0	0	0	0
15P	798	798	0	3	0	0
15Q	798	798	0	0	0	0
15R	798	798	0	0	0	0
15T	798	798	0	9	0	0
15U	798	798	0	0	0	0
15Y	798	798	0	0	0	0
17C	798	798	0	0	0	0
19D	798	798	0	0	0	0
25B	798	120	0	7	0	3
25H	798	798	0	3	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	0	0	0
25U	798	798	1	10	0	0
27D	798	798	0	0	0	0
31B	798	798	0	0	0	0
31D	798	798	0	0	0	0
31E	263	798	1	5	1	0
35F	798	798	0	0	0	0
35G	798	798	0	2	0	0

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

AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
35L	798	798	0	0	0	0
35M	798	798	0	0	0	0
35N	798	798	0	0	0	0
35P	798	798	0	0	0	0
35S	798	798	0	0	0	0
35T	798	798	0	0	0	0
36B	798	798	0	0	0	0
37F	70	798	1	0	1	0
38B	798	798	0	0	0	0
42A	95	446	3	244	2	8
42R	798	798	0	0	0	0
42T	798	798	0	0	0	0
46Q	798	798	0	0	0	0
46R	798	798	0	0	0	0
46S	798	798	0	1	0	0
46V	798	798	0	0	0	0
56M	798	798	0	0	0	0
68A	798	798	0	0	0	0
68C	798	798	0	1	0	0
68D	798	798	0	1	0	0
68E	798	798	0	0	0	0
68G	798	798	0	0	0	0
68J	798	798	0	11	0	0
68M	798	798	0	0	0	0
68P	798	798	0	0	0	0
68Q	798	798	0	1	0	0
68R	798	798	0	0	0	0
68S	798	798	0	0	0	0
68T	798	798	0	0	0	0
68V	798	798	0	0	0	0
68W	108	798	1	0	1	0
68X	798	176	0	1	0	1
74D	798	798	0	1	0	0
79R	798	798	0	0	0	0
79V	798	798	0	0	0	0

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

AGR PROMOTION QUALIFICATION SCORES FOR PROMOTION DURING DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
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	2	0	0
88N	798	798	0	1	0	0
89A	798	798	0	0	0	0
89B	798	798	0	1	0	0
91B	798	287	1	115	0	9
91C	798	103	0	1	0	1
91D	798	798	0	4	0	0
91E	798	798	0	0	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
91S	798	798	0	0	0	0
92A	798	798	0	11	0	0
92F	798	798	0	2	0	0
92G	798	798	1	14	0	0
92L	798	798	0	0	0	0
92M	798	798	0	0	0	0
92R	798	798	0	0	0	0
92S	798	798	0	0	0	0
92W	798	798	0	0	0	0
92Y	71	347	5	219	5	10
94D	798	798	0	0	0	0
94F	798	798	0	0	0	0
94Y	798	798	0	0	0	0
TOTALS			14	686	10	32

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