



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 (COS) for 01 December 2025 and Semi-Centralized Reminders and General Information for the Active Army

1. **Reference:**

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 point 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.

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- 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.

5. **SPC Waiver Information:** The Directorate of Military Personnel Management (DMPM), Army G1 has announced the variable SPC waiver ceiling percentage is 25%, IAW [Reference 1A](#), Paragraph 2-3 a (3).

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.

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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](#).

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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.

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

PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
11B	299	467	1533	1318	173	69
11C	420	798	377	195	26	0
12B	24	498	56	379	56	9
12C	24	642	8	74	8	1
12D	24	24	0	0	0	0
12H	N/A	798	N/A	26	N/A	0
12K	24	N/A	0	N/A	0	N/A
12M	431	24	1	1	1	1
12N	501	709	128	237	1	2
12P	798	704	0	79	0	3
12R	24	N/A	3	N/A	3	N/A
12T	24	24	3	1	3	1
12W	303	N/A	17	N/A	2	N/A
12Y	24	336	3	19	3	5
13B	24	384	40	163	40	18
13F	24	519	25	235	25	9
13J	198	281	61	40	14	8
13M	24	24	13	11	13	11
13R	284	318	38	12	4	3
14E	236	300	46	45	12	14
14G	559	699	198	111	3	1
14H	365	598	63	90	5	4
14P	430	597	122	138	12	8
14T	467	547	229	182	11	7
15B	698	798	108	42	1	0
15C	798	605	166	49	1	1
15D	798	798	131	61	0	0
15E	798	798	44	29	0	0
15F	604	798	63	19	1	0
15G	564	719	84	57	4	4
15H	798	706	21	23	0	2
15M	798	798	23	18	0	0
15N	798	798	10	52	0	0
15P	798	798	63	111	0	0

Note 1: COS of 24 signifies not enough eligible soldiers.

Note 2: COS of 798 signifies no promotions needed.

PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
15Q	214	247	23	17	12	9
15R	798	798	456	268	0	0
15T	798	798	444	414	0	0
15U	431	798	196	189	13	0
15W	168	798	12	42	12	0
15Y	798	798	102	129	0	0
17C	190	107	50	7	17	7
17E	24	46	7	13	7	13
19C	798	798	197	162	0	0
19D	24	24	56	24	56	24
19K	24	479	50	94	50	1
25B	611	677	892	663	38	16
25D	N/A	24	N/A	9	N/A	9
25E	N/A	798	N/A	11	N/A	0
25H	637	666	638	612	4	12
25S	314	698	88	202	23	3
25U	512	798	733	690	12	0
27D	345	639	90	133	13	4
31B	342	595	315	491	34	14
31D	24	24	0	1	0	1
31E	427	798	41	145	2	0
31K	652	798	44	26	2	0
35F	798	798	606	338	0	0
35G	798	652	158	136	0	3
35L	24	141	7	12	7	12
35M	580	630	180	111	2	7
35N	411	518	205	202	20	9
35PAD			SEE	35PAZ		
35PAE			SEE	35PAZ		
35PAP			SEE	35PAZ		
35PAV			SEE	35PAZ		
35PAZ	24	798	5	3	5	0
35PCM	24	24	2	0	2	0
35PDG			SEE	35PAZ		

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
35PFR	798	798	14	4	0	0
35PKP	235	798	6	33	3	0
35PPF	798	798	14	18	0	0
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	554	798	32	33	1	0
35PQI			SEE 35PAZ			
35PQL			SEE 35PAZ			
35PRU	24	798	1	9	1	0
35S	24	360	12	55	12	4
35T	412	504	85	71	13	4
36B	658	705	183	95	16	13
37F	N/A	24	N/A	5	N/A	5
42A	798	798	791	826	0	0
42R	798	798	82	141	0	0
42T	N/A	24	N/A	0	N/A	0
46S	798	798	22	80	0	0
46T	598	798	36	24	3	0
46V	798	798	55	83	0	0
51C	N/A	24	N/A	0	N/A	0
56M	601	798	73	155	1	0
68A	424	570	52	62	6	1
68B	798	798	20	14	0	0
68C	394	584	75	195	10	4
68D	569	569	90	67	4	2
68E	676	798	178	126	5	0
68F	24	644	3	49	3	1
68G	450	798	40	54	4	0
68H	24	507	0	6	0	1
68J	530	652	81	85	7	2
68K	798	717	129	142	0	1
68L	24	798	0	25	0	0
68M	391	548	22	28	3	1
68P	570	596	108	65	6	3

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MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
68Q	582	699	72	65	4	2
68R	618	798	97	119	4	0
68S	24	594	1	47	1	1
68T	574	601	66	67	1	1
68V	24	690	1	103	1	2
68W	418	798	763	1339	50	0
68X	475	600	94	109	8	5
68Y	24	798	2	4	2	0
74D	368	798	217	415	8	0
79S	N/A	798	N/A	0	N/A	0
88H	586	798	149	171	8	0
88K	24	221	3	1	3	1
88L	24	252	0	5	0	1
88M	279	702	268	1202	58	12
88N	562	798	150	218	8	0
89A	24	N/A	2	N/A	2	N/A
89B	546	798	178	118	6	0
89D	24	798	7	37	7	0
91A	24	419	13	114	13	5
91B	589	798	1067	1435	2	0
91C	487	798	119	248	1	0
91D	471	634	209	256	8	3
91E	497	798	69	126	2	0
91F	368	798	117	183	9	0
91H	24	798	4	101	4	0
91J	584	N/A	77	N/A	4	N/A
91L	234	798	12	48	4	0
91M	24	459	8	115	8	5
91P	24	798	2	15	2	0
91S	225	583	24	113	7	3
92A	575	798	720	1071	5	0
92F	798	798	502	805	0	0
92G	162	554	60	370	39	8
92L	798	N/A	29	N/A	0	N/A

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PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2025

MOS	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
	SGT	SSG	SGT	SSG	SGT	SSG
92M	798	798	2	9	0	0
92R	421	798	68	139	6	0
92S	N/A	24	2	0	0	0
92W	524	647	120	128	8	7
92Y	520	798	893	1337	30	0
94A	287	798	6	6	3	0
94D	403	24	4	0	1	0
94E	437	798	52	37	2	0
94F	798	798	90	31	0	0
94H	24	798	1	7	1	0
94M	798	798	35	21	0	0
94P	24	798	0	8	0	0
94R	798	574	16	13	0	1
94S	24	798	0	8	0	0
94T	798	430	28	8	0	1
94Y	798	798	2	1	0	0
TOTALS			17899	22284	1181	425

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The STAR MOS listing is a management tool. These are MOSs in which more Soldiers may have been promoted on 01 December 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, 12C, 12D, 12K, 12R, 12T, 12Y, 13B, 13F, 13M, 17E, 19D, 19K, 31D, 35L, 35S, 68F, 68H, 68L, 68S, 68V, 68Y, 88K, 88L, 89A, 89D, 91A, 91H, 91M, 91P, 92S, 94H, 94P, 94S.

SSG

12D, 12M, 12T, 13M, 19D, 25D, 31D, 37F, 42T, 51C, 92S, 94D.

NOTE: IAW [AR 350-1](#), Paragraph 3-35, b, (2), (a), dated 01 June 2025, 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

SGT: AZ, CM, RU

NOTE: IAW [AR 350-1](#), Paragraph 3-35, b, (2), (a), dated 01 June 2025, Soldiers holding a STAR MOS or 35P STAR Language should be given a high priority for BLC attendance due to increased promotion potential.