



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)

19 December 2025

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores (COS) for 01 January 2026 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 17, dated: 05 December 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 COS and enlisted promotion information.

3. **Board Requirements:**

a. Eligible Soldiers who meet the following criteria may appear before a promotion board between 10 November 2025 through 26 November 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 November 2025 who meet or exceed the cutoff score as they appear beginning on page 6, may be promoted effective 01 January 2026.

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 January 2026 selections, what were the known requirements and inventory data as of 0200 hours EST on the 2nd of December 2025. Eligibility for 01 January 2026 promotion pin on selection will be as of 30 November 2025, with a requirement to have supporting data entered into systems of record, no later than 26 November 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 to 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, Junior Enlisted Promotions (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 order. 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:

[25-080](#), 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

[25-336](#), Special MOS Alignment Promotion Program (SMAPP) – within Regular Army Precision Retention - August 2025

PROMOTION QUALIFICATION COS FOR PROMOTION IN JANUARY 2026

| MOS | CUT-OFF SCORES | | ELIGIBLES ON LIST | | PROMOTIONS (ESTIMATE) | |
|-----|----------------|-----|-------------------|------|-----------------------|-----|
| | SGT | SSG | SGT | SSG | SGT | SSG |
| 11B | 441 | 798 | 1287 | 1191 | 16 | 0 |
| 11C | 607 | 637 | 344 | 196 | 2 | 4 |
| 12B | 24 | 565 | 48 | 381 | 48 | 1 |
| 12C | 24 | 597 | 11 | 79 | 11 | 6 |
| 12D | 24 | 24 | 2 | 0 | 2 | 0 |
| 12H | N/A | 406 | N/A | 29 | N/A | 3 |
| 12K | 24 | N/A | 1 | N/A | 1 | N/A |
| 12M | 277 | 24 | 1 | 0 | 1 | 0 |
| 12N | 557 | 798 | 137 | 242 | 2 | 0 |
| 12P | 24 | 798 | 0 | 74 | 0 | 0 |
| 12R | 24 | N/A | 2 | N/A | 2 | N/A |
| 12T | 24 | 24 | 2 | 2 | 2 | 2 |
| 12W | 798 | N/A | 16 | N/A | 0 | N/A |
| 12Y | 24 | 798 | 4 | 13 | 4 | 0 |
| 13B | 24 | 344 | 34 | 169 | 34 | 22 |
| 13F | 24 | 467 | 21 | 235 | 21 | 12 |
| 13J | 303 | 245 | 66 | 43 | 9 | 14 |
| 13M | 24 | 24 | 12 | 16 | 12 | 16 |
| 13R | 262 | 244 | 35 | 12 | 5 | 5 |
| 14E | 798 | 798 | 36 | 35 | 0 | 0 |
| 14G | 540 | 605 | 201 | 115 | 6 | 5 |
| 14H | 798 | 798 | 62 | 85 | 0 | 0 |
| 14P | 421 | 572 | 110 | 133 | 7 | 5 |
| 14T | 798 | 544 | 217 | 180 | 0 | 2 |
| 15B | 798 | 798 | 104 | 41 | 0 | 0 |
| 15C | 618 | 798 | 168 | 43 | 8 | 0 |
| 15D | 798 | 798 | 131 | 62 | 0 | 1 |
| 15E | 798 | 798 | 46 | 32 | 0 | 0 |
| 15F | 798 | 798 | 63 | 20 | 0 | 0 |
| 15G | 550 | 798 | 79 | 53 | 2 | 0 |
| 15H | 798 | 798 | 23 | 19 | 0 | 0 |
| 15M | 798 | 657 | 21 | 20 | 0 | 1 |
| 15N | 798 | 798 | 15 | 55 | 0 | 0 |
| 15P | 798 | 798 | 72 | 116 | 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 JANUARY 2026

| MOS | CUT-OFF SCORES | | ELIGIBLES ON LIST | | PROMOTIONS (ESTIMATE) | |
|-------|----------------|-----|-------------------|-------|-----------------------|-----|
| | SGT | SSG | SGT | SSG | SGT | SSG |
| 15Q | 283 | 195 | 22 | 12 | 6 | 6 |
| 15R | 798 | 798 | 481 | 273 | 0 | 0 |
| 15T | 798 | 798 | 463 | 419 | 0 | 0 |
| 15U | 426 | 629 | 179 | 192 | 9 | 10 |
| 15W | 222 | 798 | 5 | 43 | 4 | 0 |
| 15Y | 798 | 798 | 109 | 128 | 0 | 0 |
| 17C | 386 | 120 | 43 | 7 | 3 | 7 |
| 17E | 24 | 798 | 6 | 9 | 6 | 0 |
| 19C | 798 | 798 | 198 | 173 | 0 | 0 |
| 19D | 24 | 24 | 31 | 5 | 31 | 5 |
| 19K | 24 | 262 | 29 | 105 | 29 | 19 |
| 25B | 658 | 798 | 866 | 642 | 10 | 0 |
| 25D | N/A | 24 | N/A | 3 | N/A | 3 |
| 25E | N/A | 798 | N/A | 3 | N/A | 0 |
| 25H | 549 | 749 | 660 | 599 | 29 | 2 |
| 25S | 283 | 695 | 70 | 207 | 19 | 8 |
| 25U | 798 | 798 | 693 | 691 | 0 | 1 |
| 27D | 798 | 798 | 79 | 130 | 0 | 0 |
| 31B | 458 | 562 | 332 | 489 | 18 | 17 |
| 31D | 24 | 24 | 0 | 0 | 0 | 0 |
| 31E | 297 | 707 | 41 | 142 | 9 | 2 |
| 31K | 573 | 627 | 51 | 29 | 4 | 2 |
| 35F | 798 | 602 | 611 | 349 | 0 | 13 |
| 35G | 574 | 629 | 161 | 135 | 10 | 4 |
| 35L | 24 | 192 | 12 | 10 | 12 | 9 |
| 35M | 798 | 607 | 190 | 106 | 0 | 7 |
| 35N | 384 | 469 | 199 | 203 | 15 | 13 |
| 35PAD | | | SEE | 35PAZ | | |
| 35PAE | | | SEE | 35PAZ | | |
| 35PAP | | | SEE | 35PAZ | | |
| 35PAV | | | SEE | 35PAZ | | |
| 35PAZ | 24 | 393 | 1 | 7 | 1 | 2 |
| 35PCM | 24 | 24 | 0 | 0 | 0 | 0 |
| 35PDG | | | SEE | 35PAZ | | |

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PROMOTION QUALIFICATION COS FOR PROMOTION IN JANUARY 2026

| MOS | CUT-OFF SCORES | | ELIGIBLES ON LIST | | PROMOTIONS (ESTIMATE) | |
|-------|----------------|-----|-------------------|-----|-----------------------|-----|
| | SGT | SSG | SGT | SSG | SGT | SSG |
| 35PFR | 798 | 798 | 16 | 3 | 0 | 0 |
| 35PKP | 798 | 798 | 4 | 33 | 0 | 0 |
| 35PPF | 798 | 539 | 14 | 18 | 0 | 1 |
| 35PPG | | | SEE 35PPF | | | |
| 35PPV | | | SEE 35PPF | | | |
| 35PQB | 798 | 798 | 26 | 33 | 0 | 0 |
| 35PQI | | | SEE 35PAZ | | | |
| 35PQL | | | SEE 35PAZ | | | |
| 35PRU | 24 | 798 | 0 | 10 | 0 | 0 |
| 35S | 24 | 798 | 4 | 51 | 4 | 0 |
| 35T | 396 | 492 | 75 | 67 | 8 | 4 |
| 36B | 713 | 798 | 173 | 76 | 2 | 0 |
| 37F | N/A | 24 | N/A | 11 | N/A | 11 |
| 42A | 610 | 661 | 847 | 854 | 21 | 8 |
| 42R | 741 | 798 | 86 | 141 | 2 | 1 |
| 42T | N/A | 24 | N/A | 0 | N/A | 0 |
| 46S | 499 | 532 | 25 | 84 | 2 | 8 |
| 46T | 798 | 798 | 32 | 25 | 0 | 0 |
| 46V | 798 | 798 | 53 | 82 | 0 | 1 |
| 51C | N/A | 24 | N/A | 0 | N/A | 0 |
| 56M | 576 | 798 | 79 | 160 | 2 | 0 |
| 68A | 798 | 513 | 46 | 65 | 0 | 3 |
| 68B | 798 | 798 | 23 | 15 | 0 | 0 |
| 68C | 798 | 582 | 67 | 196 | 0 | 2 |
| 68D | 561 | 798 | 87 | 67 | 5 | 0 |
| 68E | 798 | 798 | 170 | 122 | 0 | 0 |
| 68F | 24 | 798 | 3 | 52 | 3 | 0 |
| 68G | 798 | 798 | 37 | 53 | 0 | 0 |
| 68H | 218 | 798 | 2 | 6 | 2 | 0 |
| 68J | 798 | 558 | 77 | 86 | 0 | 5 |
| 68K | 630 | 798 | 130 | 142 | 3 | 0 |
| 68L | 24 | 798 | 0 | 25 | 0 | 0 |
| 68M | 798 | 515 | 21 | 27 | 0 | 2 |
| 68P | 798 | 798 | 98 | 64 | 0 | 0 |

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PROMOTION QUALIFICATION COS FOR PROMOTION IN JANUARY 2026

| MOS | CUT-OFF SCORES | | ELIGIBLES ON LIST | | PROMOTIONS (ESTIMATE) | |
|-----|----------------|-----|-------------------|------|-----------------------|-----|
| | SGT | SSG | SGT | SSG | SGT | SSG |
| 68Q | 596 | 668 | 67 | 62 | 2 | 1 |
| 68R | 798 | 798 | 91 | 117 | 0 | 1 |
| 68S | 24 | 798 | 1 | 47 | 1 | 0 |
| 68T | 798 | 798 | 65 | 69 | 0 | 0 |
| 68V | 24 | 638 | 2 | 98 | 2 | 1 |
| 68W | 468 | 674 | 760 | 1347 | 31 | 38 |
| 68X | 798 | 565 | 84 | 104 | 0 | 1 |
| 68Y | 24 | 798 | 0 | 5 | 0 | 0 |
| 74D | 377 | 615 | 224 | 423 | 17 | 6 |
| 79S | N/A | 584 | N/A | 1 | N/A | 1 |
| 88H | 798 | 798 | 137 | 168 | 0 | 0 |
| 88K | 24 | 195 | 2 | 2 | 2 | 2 |
| 88L | 24 | 400 | 5 | 7 | 5 | 1 |
| 88M | 798 | 696 | 227 | 1204 | 0 | 3 |
| 88N | 558 | 656 | 143 | 215 | 5 | 7 |
| 89A | 24 | N/A | 3 | N/A | 3 | N/A |
| 89B | 798 | 798 | 180 | 124 | 0 | 0 |
| 89D | 24 | 798 | 8 | 41 | 8 | 0 |
| 91A | 24 | 798 | 6 | 109 | 6 | 0 |
| 91B | 532 | 728 | 1118 | 1440 | 25 | 3 |
| 91C | 479 | 798 | 121 | 250 | 6 | 2 |
| 91D | 798 | 640 | 213 | 251 | 0 | 3 |
| 91E | 449 | 798 | 69 | 128 | 6 | 0 |
| 91F | 798 | 798 | 102 | 184 | 0 | 0 |
| 91H | 24 | 798 | 4 | 102 | 4 | 0 |
| 91J | 577 | N/A | 75 | N/A | 3 | N/A |
| 91L | 798 | 571 | 8 | 50 | 0 | 1 |
| 91M | 24 | 483 | 8 | 111 | 8 | 1 |
| 91P | 24 | 798 | 2 | 15 | 2 | 0 |
| 91S | 188 | 549 | 15 | 102 | 7 | 5 |
| 92A | 574 | 798 | 756 | 1092 | 10 | 2 |
| 92F | 540 | 798 | 523 | 819 | 17 | 0 |
| 92G | 457 | 798 | 36 | 371 | 1 | 0 |
| 92L | 798 | N/A | 30 | N/A | 0 | N/A |

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PROMOTION QUALIFICATION COS FOR PROMOTION IN JANUARY 2026

| MOS | CUT-OFF SCORES | | ELIGIBLES ON LIST | | PROMOTIONS (ESTIMATE) | |
|---------------|----------------|-----|-------------------|--------------|-----------------------|------------|
| | SGT | SSG | SGT | SSG | SGT | SSG |
| 92M | 798 | 798 | 5 | 9 | 0 | 0 |
| 92R | 456 | 798 | 60 | 139 | 2 | 0 |
| 92S | 24 | 24 | 0 | 0 | 0 | 0 |
| 92W | 516 | 644 | 110 | 120 | 5 | 1 |
| 92Y | 549 | 798 | 894 | 1351 | 10 | 0 |
| 94A | 798 | 798 | 3 | 7 | 0 | 0 |
| 94D | 115 | 24 | 5 | 1 | 5 | 1 |
| 94E | 798 | 599 | 55 | 40 | 0 | 2 |
| 94F | 798 | 642 | 91 | 33 | 0 | 2 |
| 94H | 24 | 512 | 0 | 8 | 0 | 1 |
| 94M | 557 | 565 | 37 | 23 | 2 | 1 |
| 94P | 24 | 798 | 0 | 8 | 0 | 0 |
| 94R | 508 | 798 | 18 | 9 | 2 | 0 |
| 94S | 24 | 798 | 1 | 7 | 1 | 0 |
| 94T | 798 | 348 | 28 | 6 | 0 | 2 |
| 94Y | 798 | 798 | 2 | 2 | 0 | 0 |
| TOTALS | | | 17492 | 22191 | 662 | 364 |

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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 January 2026 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, 12P, 12R, 12T, 12Y, 13B, 13F, 13M, 17E, 19D, 19K, 31D, 35L, 35S, 68F, 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.