DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
1600 SPEARHEAD DIVISION AVENUE DEPARTMENT 472
FORT KNOX, KY 40122-5407

AHRC-PDV-P (RN 600-8-19h) 20 November 2026

MEMORANDUM FOR United States Army, Promotion Work Centers

SUBJECT: HQDA Promotion Point Cutoff Scores (COS) for 01 December 2026 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, dated 06 March 2026, effective 06 April 2026, Click HERE.

b. Integrated Personnel and Pay System - Army (IPPS-A), User Manual – Version 20.1, dated: 15 October 2026, 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 October 2026 through 26 October 2026 as follows:

b. To Staff Sergeant (SSG) must graduate from the 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 in accordance with (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.

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 2026 who meet or exceed the HQDA COS as they appear beginning on page 7, may be promoted effective 01 December 2026. These Soldiers will appear on the corresponding HQDA By-Name List (BNL) for SGT / SSG published this same date.

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

AHRC-PDV-PE (RN 600-8-19h)
SUBJECT: HQDA Promotion Point Cutoff Scores (COS) for 01 December 2026 and Semi-Centralized Reminders and General Information for the Active Army

REMINDERS / GENERAL INFORMATION:

1. **Temporary Promotion Authority for Drill Sergeants (DS) and Department of the Army Select Recruiters (DASR)** – There is no requirement for Soldier to submit a promotion request, as established procedures are already in place to administer these promotions. Detailed guidance on these promotions can be found within MILPER Message 26-350. Click HERE for the HRC job aid and HERE for the S1 Net job aid.

2. **Promotion Cycle –** IAW Reference 1A, a Soldier recommended for promotion list integration on 26 October 2026 will compete against the HQDA COS for 01 December 2026. Data entry (e.g. weapons score, AFT score) recorded on 03 October 2026 will be applied toward the Soldier's promotion points for the 01 December 2026 HQDA COS. Army-level promotion decisions are made using validated requirements and inventory data available at 0200 EST on the second day of each month, after which the Army generates an MOS-specific Order of Merit List (OML) ranking all integrated Soldiers by promotion-point total. Click HERE for the HRC job aid and HERE for the S1 Net job aid.

3. **Roster Audit History (RAH)** – HR Professionals can access RAH within IPPS-A. The RAH provides a detailed, date-by-date breakdown of a Soldier's promotion points. Each date entry is further defined by the number of points by category, such as AFT, weapons, awards, and more. This tool enables precise responses to Soldier inquiries regarding the number of promotion points they competed with against a specific HQDA COS. Click HERE for the HRC job aid and HERE for the S1 Net job aid.

4. **Soldier Referral Program (SRP) Extension** – The program is extended for 12 months effective 17 March 2026. Detailed guidance can be found within MILPER Message 26-201 – click HERE.

5. **Promotion Board Timelines –** Promotion boards are to be conducted between the 10th and 26th calendar day of the board month. Promotion boards held outside these dates will be considered invalid. HRC Junior Enlisted Promotions will HQDA FLAG all Soldiers appearing before that specific promotion board. The unit will be contacted for submission of an exception to policy; if applicable - Reference 1A, paragraph 3-9.

6. **Invalid Promotion Boards –** Promotion boards conducted with a First Sergeant or Master Sergeant (E8 or below) as the board president are invalid. HRC Junior Enlisted Promotions will HQDA FLAG all Soldiers appearing before that specific promotion board. The unit will be contacted for submission of an exception to policy; if applicable - Reference 1A, paragraph 3-10.

7. **HRC Junior Enlisted Promotions – Enlisted Promotion G1/S1 Training Brief –** as of 27 August 2026. This brief provides detailed guidance on a variety of subjects. Click HERE for the HRC job aid and HERE for the S1 Net job aid.

8. **HRC Junior Enlisted Promotions – Job Aids / Information Papers** – Multiple job aids are available to the field addressing recent trends / appropriate corrective measures. Click HERE for the HRC job aids and HERE for the S1 Net job aids.

9. **ARC / ASC Difference Within IPPS-A** – Backdated promotion requests are submitted under Administrative Systems Correction (**ASC**) within IPPS-A. Submitting an Administrative Records Correction (**ARC**) for this purpose is the incorrect path, as **ARCs** are non-pay-impacting and do not generate promotion orders. All backdated promotion requests must be submitted as an **ASC** using promotion PAR code **EXP** (Reference 1B, Process 18-3). Click HERE for the HRC job aid and HERE for the S1 Net job aid.

10. **Integrations No Later Than 26th Day Of The Month** – Plan integrations carefully, as IPPS-A operates on Greenwich Mean Time (GMT), which differs from Eastern, Central, and Pacific Standard Time. To ensure an integration in October 2026 applied to the 01 December 2026 promotion cycle, units on EST must have completed the integration prior to 26 October 2026, 1859 hours EST (2359 hours GMT). After this time, integrations will apply to the following month's cycle. To ensure integrations have successfully processed in IPPS-A, the follow-up validation steps should be done by confirming the Soldier's status using these two IPPS-A navigation path(s):

> **Path # 01:** Navigation Bar: Menu
> Workforce Administration >
> Boards >
> Reports >
> CO CDR/Promotion Auth Approval (Soldier marked as "**Promote Select**")
> (find Soldier's name, then look for the **date** of last **data** entry for that month)
>
> **Path # 02:** Navigation Bar: Menu
> Workforce Administration >
> Boards >
> Reports >
> UNIT LEVEL ONLY Semi PRR
> (confirm Soldier's name on board ID 1538, the PRR to SGT)
> (confirm Soldier's name on board ID 1540, the PRR to SSG)

Refer to Reference 1B, Paragraph 18-36 / Table 18-4, Step 4, 5, 6, and 7 / Table 18-7.

11. **Recent HRC Junior Enlisted Promotion Job Aids –**

Commander Extends Weapon or Army Fitness Test Date – as of 17 NOV 2026
HRC: https://www.hrc.army.mil/asset/53276 / S1 NET: Click HERE

Reclassification Promotions – as of 16 NOV 2026
HRC: https://www.hrc.army.mil/asset/53270 / S1 NET: Click HERE

Suspension of Favorable Personnel Actions (SFPA) – FLAGs – as of 12 NOV 2026
HRC: https://www.hrc.army.mil/asset/53263 / S1 NET: Click HERE

ARC Submitted – Should Be ASC – as of 03 NOV 2026
HRC: https://www.hrc.army.mil/asset/53215 / S1 NET: Click HERE

12. **MILPER Messages** – HR Professionals and Soldiers should review:

26-135 – Special MOS Alignment Promotion Program (SMAPP)
26-201 – Extension to Early Promotions under the Soldier Referral Program (SRP)
26-350 – Temporary Promotion Authority for Drill SGT and Army Recruiters
26-377 – SRP By-Name List for Early Promotion Advancement for September 2026

NOTEs:
1. Users must be logged into the HRC website with their Common Access Card (CAC) for all hyperlinks to function properly.

2. S1 Net addresses (cited above) have been reformatted as “Click **HERE**” hyperlinks to ensure compatibility with standard 8 × 11 document dimensions, as the original address lengths exceed typical space constraints.

3. Users can quickly find their MOS within the document by pressing “CTRL” and “F” at the same time, then enter the MOS (e.g. 11B).

PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
11B	268	372	419	611	164	94
11C	427	798	310	170	12	0
12B	24	423	46	317	46	23
12C	123	637	19	78	18	5
12D	24	24	0	0	0	0
12H	N/A	457	N/A	29	N/A	4
12K	24	N/A	2	N/A	2	N/A
12M	24	196	0	1	0	1
12N	356	700	127	235	14	6
12P	24	798	0	62	0	0
12R	344	N/A	27	N/A	5	N/A
12T	24	24	5	0	5	0
12W	374	N/A	18	N/A	5	N/A
12Y	24	798	1	5	1	0
13B	24	361	63	172	63	18
13F	24	713	30	87	30	2
13J	85	24	28	17	28	17
13M	24	24	24	7	24	7
13R	798	24	3	0	0	0
14E	474	331	141	63	12	6
14G	511	556	164	126	4	5
14H	451	798	64	87	2	0
14P	798	641	164	144	0	3
14T	577	469	312	196	9	13
14W	24	447	0	16	0	1
15B	798	798	79	43	0	1
15C	560	798	108	48	2	0
15D	665	798	116	44	3	0
15F	587	798	46	31	4	2
15G	523	722	81	54	5	3
15H	348	713	15	17	4	1
15M	252	507	16	24	5	2
15N	249	798	28	54	11	0
15P	431	798	115	102	11	0
15Q	24	245	5	9	5	5
15R	798	798	531	305	0	0
15T	531	630	600	494	23	6

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 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
15U	394	546	138	160	16	10
15X	183	693	23	151	16	2
15Y	480	679	138	139	11	4
17C	340	193	87	18	16	18
17E	24	369	17	65	17	20
19C	614	625	257	259	3	5
19D	242	24	104	27	29	27
19K	219	244	98	121	35	23
25B	632	746	738	664	18	5
25D	N/A	24	N/A	0	N/A	0
25E	N/A	798	N/A	1	N/A	0
25H	554	798	639	517	17	0
25S	330	671	71	208	17	9
25U	536	798	700	648	28	1
27D	253	798	44	62	8	0
31B	353	588	330	390	60	29
31D	24	798	0	4	0	0
31E	24	528	8	70	8	4
31K	542	540	48	26	2	2
35F	798	606	336	192	0	3
35G	24	553	13	93	13	8
35L	24	247	5	5	5	5
35M	616	637	208	122	4	4
35N	397	555	80	197	7	2
35PAD			SEE 35PAZ			
35PAE			SEE 35PAZ			
35PAP			SEE 35PAZ			
35PAV			SEE 35PAZ			
35PAZ	798	798	7	13	0	0
35PCM	24	798	3	14	3	0
35PDG			SEE 35PAZ			
35PFR	615	798	10	3	1	0
35PKP	798	798	22	46	0	0
35PPF	137	24	4	0	2	0

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PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
35PPG			SEE 35PPF			
35PPV			SEE 35PPF			
35PQB	585	798	22	33	2	0
35PQI			SEE 35PAZ			
35PQL			SEE 35PAZ			
35PRU	24	798	5	27	5	0
35S	262	393	9	55	4	4
35T	476	798	61	48	1	0
36B	677	677	202	62	17	16
37F	N/A	24	N/A	7	N/A	7
40D	798	798	30	30	0	0
42A	610	798	870	838	11	0
42R	699	794	85	125	1	3
42T	N/A	24	N/A	0	N/A	0
46S	316	798	2	73	1	0
46T	602	798	19	17	1	0
46V	568	798	55	77	5	0
51C	N/A	24	N/A	0	N/A	0
56M	372	688	65	148	9	4
68A	432	656	33	55	2	1
68B	633	702	41	13	1	1
68C	328	601	36	182	12	4
68D	717	731	102	74	2	2
68E	667	659	187	96	2	1
68F	24	523	4	46	4	2
68G	431	607	39	40	4	3
68H	419	798	2	1	1	0
68J	798	798	87	70	0	0
68K	665	798	99	150	2	0
68L	24	798	0	18	0	0
68M	371	798	3	18	2	0
68P	669	798	97	74	3	0
68Q	632	713	67	58	3	3
68R	627	757	86	106	2	2

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PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
68S	24	798	2	25	2	0
68T	693	798	75	72	1	0
68V	24	798	0	81	0	0
68W	445	689	957	1235	39	17
68X	419	798	73	95	7	0
68Y	254	798	3	13	1	0
74D	223	573	92	350	31	3
79S	N/A	798	N/A	0	N/A	0
88H	471	798	24	99	2	0
88K	24	798	7	0	7	0
88L	24	798	3	0	3	0
88M	270	661	232	1206	53	25
88N	246	594	39	148	18	13
89A	24	N/A	6	N/A	6	N/A
89B	415	396	143	110	20	16
89D	24	510	7	61	7	2
91A	24	424	8	90	8	5
91B	428	580	1024	1324	63	26
91C	473	798	144	253	5	2
91D	514	798	213	247	7	0
91E	372	798	64	127	6	0
91F	590	798	129	185	1	2
91H	24	508	5	89	5	3
91J	560	N/A	77	N/A	3	N/A
91L	24	798	2	39	2	0
91M	24	373	12	88	12	4
91P	24	798	1	17	1	0
91S	24	528	6	57	6	1
92A	450	798	636	1022	45	5
92F	478	798	538	771	21	1
92G	24	528	16	294	16	2
92L	798	N/A	20	N/A	0	N/A
92M	24	24	3	1	3	1
92R	235	550	28	124	10	8

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PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
92W	372	798	14	82	5	0
92Y	482	560	874	1203	49	27
94A	220	798	1	4	1	0
94D	798	24	1	1	0	1
94E	445	798	56	46	5	0
94F	521	798	90	34	7	0
94H	24	411	0	7	0	1
94M	442	798	24	20	2	0
94P	24	309	1	6	1	1
94R	798	798	20	11	0	0
94S	24	24	1	1	1	1
94T	431	530	13	8	2	1
94Y	798	798	4	2	0	0
TOTALS			**15831**	**20052**	**1434**	**627**

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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 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 COS.

SGT
12B, 12D, 12K, 12M, 12P, 12T, 12Y, 13B, 13F, 13M, 14W, 15Q, 17E, 31D, 31E, 35G, 35L, 68F, 68L, 68S, 68V, 88K, 88L, 89A, 89D, 91A, 91H, 91L, 91M, 91P, 91S, 92G, 92M, 94H, 94P, 94S.

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

NOTE: IAW AR 350-1, Paragraph 3-35, b, (2), (a), dated 01 June 2025, Soldiers holding a STAR MOS should be given 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: PF

SGT: 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 high priority for BLC attendance due to increased promotion potential.