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 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 United States Army Reserve, Active Guard Reserve

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, hold recommended list status and have all supporting data entered into the systems of record as of 26 October 2026 who meet or exceed the 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.

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BY THE ORDER OF THE SECRETARY OF THE ARMY:



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

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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 **ARC** 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 1524, the PRR to SGT)
(confirm Soldier's name on board ID 1531, the PRR to SSG)

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

11. **Recent HRC Junior Enlisted Promotions 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).

AGR PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
11B	798	798	0	1	0	0
11C	798	798	0	0	0	0
12B	798	148	0	3	0	1
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	247	0	4	0	1
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	4	0	0
15Q	798	798	0	1	0	0
15R	798	798	0	0	0	0
15T	798	798	0	6	0	0
15U	798	798	0	1	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	798	0	1	0	0
25H	798	405	0	4	0	2
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	031	172	1	2	1	1

Note 1: COS of 798 signifies no promotions needed.

AGR PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
27D	798	120	0	2	0	2
31B	798	798	0	2	0	0
31D	798	798	0	0	0	0
31E	798	798	0	6	0	0
35F	798	798	0	0	0	0
35G	798	798	0	2	0	0
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	798	798	0	0	0	0
38B	798	798	0	0	0	0
42A	055	496	8	212	7	1
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	0	0	0
46V	798	798	0	0	0	0
56M	798	798	0	0	0	0
68A	798	798	0	1	0	0
68C	798	798	0	2	0	0
68D	798	798	0	0	0	0
68E	798	798	0	1	0	0
68G	798	798	0	0	0	0
68J	798	390	0	10	0	2
68M	798	798	0	0	0	0
68P	798	798	0	0	0	0
68Q	798	798	0	1	0	0

Note 1: COS of 798 signifies no promotions needed.

AGR PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
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	196	798	1	0	1	0
68X	798	798	0	0	0	0
74D	798	798	0	0	0	0
79R	798	798	0	0	0	0
79V	798	798	0	0	0	0
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	1	0	0
88N	798	798	0	2	0	0
89A	798	798	0	0	0	0
89B	798	267	0	1	0	1
91B	798	168	0	43	0	8
91C	798	798	0	0	0	0
91D	798	798	0	1	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	370	0	15	0	2
92F	798	258	0	4	0	1
92G	059	798	2	17	1	0
92L	798	798	0	0	0	0
92M	798	798	0	0	0	0
92R	798	798	0	0	0	0
92S	798	131	0	1	0	1

Note 1: COS of 798 signifies no promotions needed.

AGR PROMOTION QUALIFICATION COS FOR PROMOTION IN DECEMBER 2026

	CUT-OFF SCORES		ELIGIBLES ON LIST		PROMOTIONS (ESTIMATE)	
MOS	SGT	SSG	SGT	SSG	SGT	SSG
92W	798	798	0	0	0	0
92Y	048	393	7	194	5	8
94D	798	798	0	0	0	0
94F	798	798	0	0	0	0
94Y	798	798	0	0	0	0
TOTALS			**19**	**546**	**15**	**31**

Note 1: COS of 798 signifies no promotions needed.