

















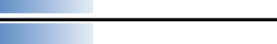

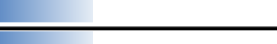
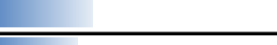
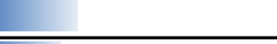



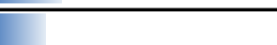

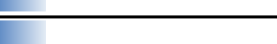
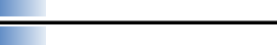

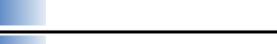



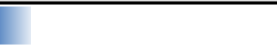
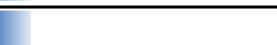
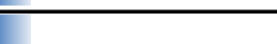
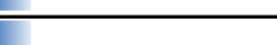
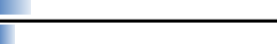
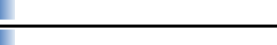
Promotion Year 2024 Canned Comments - Medical O-6 Grade

Grade	Canned Comments	Board Member Selection Percentage
O-6	Strength: Strong ROS	43.6%
O-6	Strength: Awards	42.1%
O-6	Strength: COERs	36.1%
O-6	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	34.0%
O-6	Strength: Deployment activities	31.0%
O-6	Strength: Public Health Training beyond level expected for benchmark	24.2%
O-6	Strength: Presentations and Outreach	24.2%
O-6	Strength: Collateral duties (i.e., regional and national)	20.6%
O-6	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.6%
O-6	Strength: Upward career trajectory	20.3%
O-6	Strength: Leadership activities	19.1%
O-6	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.8%
O-6	Strength: Continuing Education beyond level expected for benchmark	14.9%
O-6	Strength: Publications and Presentations	12.5%
O-6	Suggestion: Leadership roles in PHS activities, not just membership	11.9%
O-6	Suggestion: Show impact of PHS activities	9.3%
O-6	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	7.5%
O-6	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	7.2%
O-6	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	7.2%
O-6	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	6.6%
O-6	Suggestion: Public health training & experience	6.0%
O-6	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	5.7%
O-6	Strength: Recruitment activities	5.4%
O-6	Suggestion: Presentations and Outreach	5.4%
O-6	Suggestion: Need more recent awards.	5.1%
O-6	Suggestion: Pursue PHS activities	4.5%
O-6	Strength: Billet level exceeds current rank	4.2%
O-6	Suggestion: Professional organization leadership or activities	3.9%
O-6	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	3.6%
O-6	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.0%
O-6	Suggestion: Progression to meet Awards benchmark	2.7%
O-6	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)	2.4%
O-6	Suggestion: Supporting documentation for statements	2.1%
O-6	Missing Continuing Education Summary Sheet	1.5%
O-6	Suggestion: Career counseling	1.2%
O-6	Suggestion: Seek mentorship	1.2%
O-6	Incorrectly formatted CV	1.2%
O-6	Suggestion: Leadership in community-based public health initiative or program	1.2%
O-6	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.9%
O-6	Suggestion: Correct poorly written OS	0.9%
O-6	Suggestion: Need more time in current billet	0.6%
O-6	Missing ROS	0.6%
O-6	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.6%
O-6	Suggestion: COER ratings are not supported by rater comments	0.3%
O-6	Suggestion: Pursue higher billet	0.3%
O-6	Suggestion: Mentoring activities	0.3%
O-6	Suggestion: Recruitment activities	0.3%
O-6	Missing CV	0.3%
O-6	Suggestion: Statements should describe impact in OS and/or CV	0.3%

Promotion Year 2024 Canned Comments - Medical O-5 Grade

O-5	Strength: Billet level exceeds current rank		41.2%
O-5	Strength: Strong ROS		39.6%
O-5	Strength: COERs		31.2%
O-5	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		28.8%
O-5	Strength: Awards		27.6%
O-5	Strength: Upward career trajectory		25.2%
O-5	Strength: Presentations and Outreach		22.0%
O-5	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		20.8%
O-5	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		20.0%
O-5	Strength: Collateral duties (i.e., regional and national)		18.8%
O-5	Suggestion: Public health training & experience		18.0%
O-5	Strength: Deployment activities		16.4%
O-5	Strength: Leadership activities		15.6%
O-5	Strength: Continuing Education beyond level expected for benchmark		14.8%
O-5	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		12.4%
O-5	Suggestion: Pursue PHS activities		10.4%
O-5	Suggestion: Presentations and Outreach		10.0%
O-5	Strength: Public Health Training beyond level expected for benchmark		9.6%
O-5	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		8.8%
O-5	Strength: Publications and Presentations		8.4%
O-5	Suggestion: Show impact of PHS activities		8.4%
O-5	Suggestion: Progression to meet Awards benchmark		8.0%
O-5	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)		7.6%
O-5	Suggestion: Need more time in current billet		7.6%
O-5	Suggestion: Need more recent awards.		7.2%
O-5	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		6.8%
O-5	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		4.4%
O-5	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		4.0%
O-5	Suggestion: Leadership in community-based public health initiative or program		4.0%
O-5	Suggestion: Seek mentorship		3.2%
O-5	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		3.2%
O-5	Strength: Recruitment activities		2.8%
O-5	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		2.0%
O-5	Missing ROS		2.0%
O-5	Missing Continuing Education Summary Sheet		2.0%
O-5	Suggestion: Pursue higher billet		1.6%
O-5	Suggestion: Recruitment activities		1.6%
O-5	Suggestion: Proofread/Peer review for grammar and/or spelling errors		1.6%
O-5	Suggestion: COER ratings are not supported by rater comments		1.2%
O-5	Suggestion: Mentoring activities		1.2%
O-5	Suggestion: Correct outdated CV		1.2%
O-5	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		0.8%
O-5	Suggestion: More publications, other written communications, or oral presentations		0.8%
O-5	Suggestion: Completion of additional degree, rather than enrollment		0.8%
O-5	Suggestion: Professional organization leadership or activities		0.8%
O-5	Suggestion: Leadership and Supervisory activities and responsibilities within your position		0.4%
O-5	Suggestion: Correct poorly written OS		0.4%

Promotion Year 2024 Canned Comments - Medical O-4 Grade

O-4	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		45.0%
O-4	Strength: COERs		40.0%
O-4	Strength: Continuing Education beyond level expected for benchmark		40.0%
O-4	Strength: Strong ROS		37.5%
O-4	Strength: Billet level exceeds current rank		37.5%
O-4	Strength: Public Health Training beyond level expected for benchmark		35.0%
O-4	Strength: Presentations and Outreach		30.0%
O-4	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		27.5%
O-4	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		25.0%
O-4	Suggestion: Progression to meet Awards benchmark		25.0%
O-4	Missing CV		22.5%
O-4	Missing ROS		17.5%
O-4	Strength: Awards		15.0%
O-4	Strength: Leadership activities		15.0%
O-4	Strength: Upward career trajectory		15.0%
O-4	Suggestion: Need more recent awards.		15.0%
O-4	Suggestion: Pursue PHS activities		12.5%
O-4	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		10.0%
O-4	Suggestion: Improve ROS (i.e., COER scores and ROS Comments do not match, ROS comments need to be strengthened, ROS does not recommend promotion, ROS needs more detail)		10.0%
O-4	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		7.5%
O-4	Strength: Collateral duties (i.e., regional and national)		7.5%
O-4	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		7.5%
O-4	Suggestion: Show impact of PHS activities		7.5%
O-4	Suggestion: Presentations and Outreach		7.5%
O-4	Strength: Publications and Presentations		5.0%
O-4	Suggestion: Professional organization leadership or activities		5.0%
O-4	Suggestion: Seek mentorship		5.0%
O-4	Suggestion: Leadership roles in PHS activities, not just membership		5.0%
O-4	Missing Continuing Education Summary Sheet		5.0%
O-4	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		2.5%
O-4	Strength: Deployment activities		2.5%
O-4	Strength: Recruitment activities		2.5%
O-4	Suggestion: Maintain high-performance consistent with next higher billet		2.5%
O-4	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		2.5%
O-4	Suggestion: Public health training & experience		2.5%
O-4	Suggestion: Completion of additional degree, rather than enrollment		2.5%
O-4	Suggestion: Need more time in current billet		2.5%
O-4	Suggestion: Mentoring activities		2.5%
O-4	Suggestion: Leadership in community-based public health initiative or program		2.5%