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Grade	Canned Comments	Board Member Selection Percentage
T04	Strength: Strong ROS	40.00%
T06	Suggestion: Progression to meet Awards benchmark	37.50%
T04	Strength: Billet level exceeds current rank	32.00%
T04	Strength: COERs	32.00%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	32.00%
T04	Strength: Presentations and Outreach	32.00%
T05	Strength: Billet level exceeds current rank	29.50%
T05	Suggestion: Need more recent awards.	29.50%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	28.00%
T04	Strength: Leadership activities	28.00%
T06	Suggestion: Need more recent awards.	26.30%
T06	Suggestion: Public health training & experience	26.30%
T05	Strength: COERs	25.70%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	25.70%
T05	Suggestion: Public health training & experience	25.70%
T04	Strength: Continuing Education beyond level expected for benchmark	24.00%
T06	Suggestion: Professional organization leadership or activities	22.50%
T06	Suggestion: Pursue higher billet	22.50%
T05	Strength: Strong ROS	21.00%
T04	Strength: Awards	20.00%
T04	Strength: Collateral duties (i.e., regional and national)	20.00%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	20.00%
T04	Strength: Upward career trajectory	20.00%
T05	Suggestion: Progression to meet Awards benchmark	20.00%
T05	Strength: Leadership activities	19.00%
T06	Strength: Billet level exceeds current rank	18.80%
T06	Suggestion: Presentations and Outreach	18.80%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	18.80%
T05	Suggestion: Leadership roles in PHS activities, not just membership	18.10%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	18.10%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	17.50%
T06	Suggestion: Leadership roles in PHS activities, not just membership	17.50%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	17.50%
T05	Strength: Awards	17.10%
T04	Suggestion: Progression to meet Awards benchmark	16.00%
T04	Suggestion: Public health training & experience	16.00%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.20%
T05	Suggestion: Presentations and Outreach	15.20%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	14.30%
T05	Suggestion: More publications, other written communications, or oral presentations	14.30%
T06	Strength: COERs	13.80%
T06	Suggestion: Leadership in community-based public health initiative or program	13.80%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	13.30%
T05	Suggestion: Professional organization leadership or activities	13.30%

T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		12.50%
T06	Suggestion: Career counseling		12.50%
T06	Suggestion: Maintain high-performance consistent with next higher billet		12.50%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		12.40%
T04	Strength: Public Health Training beyond level expected for benchmark		12.00%
T04	Strength: Publications and Presentations		12.00%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		12.00%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		12.00%
T04	Suggestion: Need more recent awards.		12.00%
T04	Suggestion: Professional organization leadership or activities		12.00%
T05	Strength: Deployment activities		11.40%
T06	Strength: Presentations and Outreach		11.30%
T06	Strength: Strong ROS		11.30%
T06	Suggestion: More publications, other written communications, or oral presentations		11.30%
T05	Strength: Upward career trajectory		10.50%
T05	Suggestion: Pursue PHS activities		10.50%
T05	Suggestion: Recruitment activities		10.50%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		10.50%
T05	Suggestion: Seek mentorship		10.50%
T05	Suggestion: Show impact of PHS activities		10.50%
T05	Suggestion: Leadership in community-based public health initiative or program		10.50%
T06	Strength: Awards		10.00%
T06	Strength: Continuing Education beyond level expected for benchmark		10.00%
T06	Strength: Leadership activities		10.00%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		10.00%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		10.00%
T05	Strength: Continuing Education beyond level expected for benchmark		9.50%
T06	Strength: Deployment activities		8.80%
T06	Strength: Upward career trajectory		8.80%
T04	Strength: Deployment activities		8.00%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		8.00%
T04	Suggestion: Career counseling		8.00%
T04	Suggestion: Completion of additional degree, rather than enrollment		8.00%
T04	Suggestion: Maintain high-performance consistent with next higher billet		8.00%
T04	Suggestion: Recruitment activities		8.00%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		7.60%
T05	Strength: Presentations and Outreach		7.60%
T05	Suggestion: Mentoring activities		7.60%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position		7.50%
T06	Suggestion: Pursue PHS activities		7.50%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		6.30%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		6.30%
T06	Strength: Publications and Presentations		6.30%
T05	Suggestion: Career counseling		5.70%
T06	Strength: Collateral duties (i.e., regional and national)		5.00%
T06	Suggestion: Recruitment activities		5.00%
T05	Suggestion: Completion of additional degree, rather than enrollment		4.80%
T05	Suggestion: Maintain high-performance consistent with next higher billet		4.80%

T04	Incorrectly formatted CV		4.00%
T04	Missing ROS		4.00%
T04	Strength: Recruitment activities		4.00%
T04	Suggestion: COER ratings are not supported by rater comments		4.00%
T04	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)		4.00%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position		4.00%
T04	Suggestion: Mentoring activities		4.00%
T04	Suggestion: More publications, other written communications, or oral presentations		4.00%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		4.00%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		4.00%
T04	Suggestion: Seek mentorship		4.00%
T04	Suggestion: Show impact of PHS activities		4.00%
T04	Suggestion: Leadership in community-based public health initiative or program		4.00%
T05	Strength: Collateral duties (i.e., regional and national)		3.80%
T06	Strength: Public Health Training beyond level expected for benchmark		3.80%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		3.80%
T06	Suggestion: Completion of additional degree, rather than enrollment		3.80%
T06	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)		3.80%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		3.80%
T05	Suggestion: Pursue higher billet		3.80%
T06	Suggestion: Seek mentorship		3.80%
T06	Suggestion: Show impact of PHS activities		3.80%
T05	Missing Continuing Education Summary Sheet		2.90%
T05	Strength: Public Health Training beyond level expected for benchmark		2.90%
T05	Strength: Publications and Presentations		2.90%
T05	Suggestion: COER ratings are not supported by rater comments		2.90%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		2.50%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		2.50%
T06	Incorrectly formatted CV		1.30%
T05	Incorrectly formatted CV		1.00%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		1.00%
T05	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)		1.00%
T05	Suggestion: Need more time in current billet		1.00%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors		1.00%
T05	Suggestion: Statements should describe impact in OS and/or CV		1.00%
T04	Missing Continuing Education Summary Sheet		0.00%
T06	Missing Continuing Education Summary Sheet		0.00%
T04	Missing CV		0.00%
T05	Missing CV		0.00%
T06	Missing CV		0.00%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		0.00%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		0.00%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		0.00%

T05	Missing ROS	0.00%
T06	Missing ROS	0.00%
T05	Strength: Recruitment activities	0.00%
T06	Strength: Recruitment activities	0.00%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	0.00%
T06	Suggestion: COER ratings are not supported by rater comments	0.00%
T04	Suggestion: Correct outdated CV	0.00%
T05	Suggestion: Correct outdated CV	0.00%
T06	Suggestion: Correct outdated CV	0.00%
T04	Suggestion: Correct poorly written OS	0.00%
T05	Suggestion: Correct poorly written OS	0.00%
T06	Suggestion: Correct poorly written OS	0.00%
T04	Suggestion: Leadership roles in PHS activities, not just membership	0.00%
T06	Suggestion: Mentoring activities	0.00%
T04	Suggestion: Need more time in current billet	0.00%
T06	Suggestion: Need more time in current billet	0.00%
T04	Suggestion: Presentations and Outreach	0.00%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.00%
T04	Suggestion: Pursue higher billet	0.00%
T04	Suggestion: Pursue PHS activities	0.00%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	0.00%
T04	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T06	Suggestion: Statements should describe impact in OS and/or CV	0.00%
T04	Suggestion: Supporting documentation for statements	0.00%
T05	Suggestion: Supporting documentation for statements	0.00%
T06	Suggestion: Supporting documentation for statements	0.00%