

### Promotion Year 2023 Canned Comments - EHO

Grade	Canned Comments	Board Member Selection Percentage
T05	Suggestion: Leadership in community-based public health initiative or program	18.90%
T05	Suggestion: Leadership roles in PHS activities, not just membership	15.70%
T05	Suggestion: Mentoring activities	15.40%
T04	Suggestion: Leadership in community-based public health initiative or program	13.90%
T04	Suggestion: Mentoring activities	13.30%
T05	Strength: Deployment activities	12.40%
T05	Suggestion: Seek mentorship	12.20%
T04	Suggestion: Leadership roles in PHS activities, not just membership	12.10%
T04	Suggestion: Seek mentorship	11.50%
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	10.30%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	10.30%
T04	Suggestion: Show impact of PHS activities	10.30%
T06	Missing Continuing Education Summary Sheet	9.70%
T04	Suggestion: Presentations and Outreach	9.70%
T05	Suggestion: Presentations and Outreach	8.10%
T05	Suggestion: Pursue PHS activities	8.10%
T05	Suggestion: Show impact of PHS activities	7.80%
T06	Suggestion: Leadership roles in PHS activities, not just membership	7.60%
T04	Strength: Presentations and Outreach	7.30%
T05	Strength: Presentations and Outreach	7.30%
T04	Suggestion: Professional organization leadership or activities	7.30%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	7.30%
T06	Suggestion: Pursue higher billet	7.00%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	6.80%
T04	Strength: COERs	6.70%
T04	Suggestion: Pursue PHS activities	6.70%
T04	Strength: Leadership activities	6.10%
T04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	6.10%
T06	Suggestion: Progression to meet Awards benchmark	5.90%
T05	Suggestion: Pursue higher billet	5.90%
T05	Incorrectly formatted CV	5.70%
T05	Suggestion: Professional organization leadership or activities	5.70%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	5.50%
T06	Missing CV	5.40%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.40%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	4.90%
T06	Incorrectly formatted CV	4.30%
T06	Suggestion: Professional organization leadership or activities	4.30%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	4.30%
T04	Suggestion: Need more recent awards.	4.20%
T05	Missing Continuing Education Summary Sheet	4.10%
T05	Suggestion: Progression to meet Awards benchmark	4.10%

T05	Suggestion: Need more recent awards.		3.80%
T06	Suggestion: Presentations and Outreach		3.80%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		3.80%
T06	Suggestion: Pursue PHS activities		3.80%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		3.80%
T06	Suggestion: Show impact of PHS activities		3.80%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		3.60%
T04	Strength: Awards		3.60%
T04	Strength: Billet level exceeds current rank		3.60%
T04	Strength: Deployment activities		3.60%
T04	Strength: Strong ROS		3.60%
T04	Suggestion: Public health training & experience		3.60%
T04	Suggestion: Pursue higher billet		3.60%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		3.60%
T05	Strength: COERs		3.50%
T05	Strength: Strong ROS		3.50%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		3.50%
T05	Strength: Awards		3.20%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		3.20%
T04	Missing ROS		3.00%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		3.00%
T04	Strength: Continuing Education beyond level expected for benchmark		3.00%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		2.70%
T06	Suggestion: Leadership in community-based public health initiative or program		2.70%
T04	Suggestion: Completion of additional degree, rather than enrollment		2.40%
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)		2.40%
T04	Suggestion: Progression to meet Awards benchmark		2.40%
T05	Suggestion: Recruitment activities		2.40%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		2.20%
T06	Strength: Presentations and Outreach		2.20%
T05	Suggestion: Correct poorly written OS		2.20%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		1.90%
T05	Suggestion: Completion of additional degree, rather than enrollment		1.90%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)		1.80%
T06	Strength: Deployment activities		1.60%
T06	Suggestion: Mentoring activities		1.60%
T06	Suggestion: Public health training & experience		1.60%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position		1.40%
T05	Suggestion: Public health training & experience		1.40%
T04	Missing Continuing Education Summary Sheet		1.20%
T04	Strength: Collateral duties (i.e., regional and national)		1.20%

T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	1.20%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	1.20%
T04	Suggestion: Maintain high-performance consistent with next higher billet	1.20%
T04	Suggestion: Need more time in current billet	1.20%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	1.10%
T05	Strength: Leadership activities	1.10%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	1.10%
T05	Suggestion: Career counseling	1.10%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.10%
T05	Suggestion: COER ratings are not supported by rater comments	1.10%
T06	Suggestion: Completion of additional degree, rather than enrollment	1.10%
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)	1.10%
T06	Suggestion: Seek mentorship	1.10%
T05	Missing CV	0.80%
T04	Strength: Public Health Training beyond level expected for benchmark	0.60%
T04	Strength: Upward career trajectory	0.60%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	0.60%
T04	Suggestion: COER ratings are not supported by rater comments	0.60%
T04	Suggestion: Correct outdated CV	0.60%
T04	Suggestion: More publications, other written communications, or oral presentations	0.60%
T04	Suggestion: Recruitment activities	0.60%
T05	Strength: Collateral duties (i.e., regional and national)	0.50%
T06	Strength: Collateral duties (i.e., regional and national)	0.50%
T06	Strength: Continuing Education beyond level expected for benchmark	0.50%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	0.50%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	0.50%
T05	Strength: Public Health Training beyond level expected for benchmark	0.50%
T06	Strength: Strong ROS	0.50%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.50%
T05	Strength: Upward career trajectory	0.50%
T06	Suggestion: COER ratings are not supported by rater comments	0.50%
T06	Suggestion: Correct poorly written OS	0.50%
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)	0.50%
T05	Suggestion: Maintain high-performance consistent with next higher billet	0.50%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.50%
T06	Suggestion: Need more recent awards.	0.50%

T06	Suggestion: Recruitment activities	0.50%
T05	Strength: Continuing Education beyond level expected for benchmark	0.30%
T05	Suggestion: More publications, other written communications, or oral presentations	0.30%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.30%
T04	Incorrectly formatted CV	0.00%
T04	Missing CV	0.00%
T05	Missing ROS	0.00%
T06	Missing ROS	0.00%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	0.00%
T06	Strength: Awards	0.00%
T05	Strength: Billet level exceeds current rank	0.00%
T06	Strength: Billet level exceeds current rank	0.00%
T06	Strength: COERs	0.00%
T06	Strength: Leadership activities	0.00%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	0.00%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	0.00%
T06	Strength: Public Health Training beyond level expected for benchmark	0.00%
T04	Strength: Publications and Presentations	0.00%
T05	Strength: Publications and Presentations	0.00%
T06	Strength: Publications and Presentations	0.00%
T04	Strength: Recruitment activities	0.00%
T05	Strength: Recruitment activities	0.00%
T06	Strength: Recruitment activities	0.00%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.00%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	0.00%
T06	Strength: Upward career trajectory	0.00%
T04	Suggestion: Career counseling	0.00%
T06	Suggestion: Career counseling	0.00%
T05	Suggestion: Correct outdated CV	0.00%
T06	Suggestion: Correct outdated CV	0.00%
T04	Suggestion: Correct poorly written OS	0.00%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.00%
T06	Suggestion: More publications, other written communications, or oral presentations	0.00%
T05	Suggestion: Need more time in current billet	0.00%
T06	Suggestion: Need more time in current billet	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: Statements should describe impact in OS and/or CV	0.00%
T05	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%