


































Promotion Year 2023 Canned Comments - Engineer

Grade	Canned Comments	Board Member Selection Percentage
T04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	44.00%
T04	Strength: Deployment activities	38.00%
T05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	35.10%
T04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	35.00%
T04	Strength: Strong ROS	33.00%
T04	Strength: Billet level exceeds current rank	32.00%
T05	Strength: Strong ROS	31.00%
T06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	30.00%
T05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	28.20%
T05	Strength: Awards	27.80%
T06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	27.60%
T05	Strength: Deployment activities	27.40%
T05	Suggestion: Presentations and Outreach	26.20%
T04	Strength: Awards	26.00%
T04	Strength: COERS	26.00%
T04	Strength: Presentations and Outreach	25.00%
T06	Suggestion: Need more recent awards.	24.80%
T06	Strength: Strong ROS	23.40%
T05	Suggestion: Show impact of PHS activities	23.40%
T04	Strength: Collateral duties (i.e., regional and national)	23.00%
T05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	22.60%
T05	Strength: Upward career trajectory	22.20%
T06	Suggestion: Pursue higher billet	22.10%
T05	Strength: Billet level exceeds current rank	21.80%
T06	Suggestion: Leadership roles in PHS activities, not just membership	21.70%
T05	Suggestion: Pursue PHS activities	21.40%
T06	Suggestion: Show impact of PHS activities	21.40%
T04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	21.00%
T06	Suggestion: Presentations and Outreach	21.00%
T06	Suggestion: Professional organization leadership or activities	21.00%
T06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.70%
T05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	20.20%
T04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	20.00%
T05	Suggestion: Public health training & experience	19.80%
T06	Strength: Deployment activities	19.70%
T06	Suggestion: Pursue PHS activities	19.00%
T04	Strength: Public Health Training beyond level expected for benchmark	18.00%

T05	Strength: Collateral duties (i.e., regional and national)		16.90%
T05	Strength: Presentations and Outreach		16.10%
T06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)		15.50%
T06	Strength: Presentations and Outreach		15.50%
T05	Suggestion: Need more recent awards.		14.90%
T06	Strength: Upward career trajectory		14.80%
T05	Strength: Continuing Education beyond level expected for benchmark		14.50%
T05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		14.50%
T06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		14.50%
T06	Suggestion: Public health training & experience		14.50%
T06	Suggestion: Progression to meet Awards benchmark		13.40%
T05	Suggestion: Professional organization leadership or activities		13.30%
T04	Strength: Continuing Education beyond level expected for benchmark		13.00%
T05	Strength: COERs		12.50%
T06	Strength: Awards		12.10%
T05	Suggestion: COER ratings are not supported by rater comments		12.10%
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)		11.70%
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)		11.70%
T06	Strength: Collateral duties (i.e., regional and national)		11.40%
T04	Suggestion: Presentations and Outreach		11.00%
T06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		11.00%
T05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		10.10%
T05	Suggestion: Pursue higher billet		10.10%
T05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		10.10%
T04	Suggestion: Show impact of PHS activities		10.00%
T06	Suggestion: COER ratings are not supported by rater comments		9.70%
T05	Suggestion: Leadership roles in PHS activities, not just membership		9.30%
T05	Suggestion: Seek mentorship		9.30%
T04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		9.00%
T04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves		9.00%
T04	Suggestion: Need more recent awards.		9.00%
T04	Suggestion: Public health training & experience		9.00%
T04	Suggestion: Pursue PHS activities		9.00%
T05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		8.90%
T06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		8.60%
T04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)		8.00%
T05	Suggestion: Mentoring activities		7.70%

T06	Strength: Continuing Education beyond level expected for benchmark		7.60%
T05	Missing Continuing Education Summary Sheet		7.30%
T05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		7.30%
T06	Strength: COERs		6.60%
T05	Incorrectly formatted CV		6.50%
T05	Strength: Public Health Training beyond level expected for benchmark		6.00%
T04	Strength: Upward career trajectory		6.00%
T04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)		6.00%
T06	Incorrectly formatted CV		5.50%
T06	Missing Continuing Education Summary Sheet		5.50%
T06	Suggestion: Seek mentorship		5.50%
T06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		5.20%
T04	Incorrectly formatted CV		5.00%
T04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		5.00%
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)		5.00%
T04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		5.00%
T06	Strength: Public Health Training beyond level expected for benchmark		4.80%
T06	Suggestion: Mentoring activities		4.80%
T06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark		4.50%
T06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		4.10%
T04	Missing Continuing Education Summary Sheet		4.00%
T05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)		4.00%
T04	Suggestion: Seek mentorship		4.00%
T05	Strength: Leadership activities		3.60%
T06	Strength: Leadership activities		3.40%
T06	Suggestion: More publications, other written communications, or oral presentations		3.10%
T04	Strength: Leadership activities		3.00%
T04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)		3.00%
T04	Suggestion: Correct poorly written OS		3.00%
T04	Suggestion: Pursue higher billet		3.00%
T06	Suggestion: Completion of additional degree, rather than enrollment		2.80%
T05	Suggestion: Correct poorly written OS		2.80%
T05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)		2.40%

T05	Suggestion: More publications, other written communications, or oral presentations	2.40%
T05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	2.40%
T06	Strength: Publications and Presentations	2.10%
T04	Missing ROS	2.00%
T04	Strength: Publications and Presentations	2.00%
T04	Suggestion: Career counseling	2.00%
T04	Suggestion: Mentoring activities	2.00%
T04	Suggestion: Professional organization leadership or activities	2.00%
T05	Suggestion: Progression to meet Awards benchmark	2.00%
T04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	2.00%
T05	Missing CV	1.60%
T05	Missing ROS	1.60%
T05	Strength: Publications and Presentations	1.60%
T05	Suggestion: Career counseling	1.60%
T05	Suggestion: Maintain high-performance consistent with next higher billet	1.60%
T06	Missing CV	1.40%
T06	Suggestion: Correct poorly written OS	1.40%
T06	Suggestion: Recruitment activities	1.40%
T05	Suggestion: Completion of additional degree, rather than enrollment	1.20%
T04	Strength: Recruitment activities	1.00%
T06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.00%
T06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.00%
T04	Suggestion: Maintain high-performance consistent with next higher billet	1.00%
T04	Suggestion: More publications, other written communications, or oral presentations	1.00%
T04	Suggestion: Statements should describe impact in OS and/or CV	1.00%
T06	Suggestion: Leadership in community-based public health initiative or program	1.00%
T05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.80%
T05	Suggestion: Recruitment activities	0.80%
T05	Suggestion: Statements should describe impact in OS and/or CV	0.80%
T06	Missing ROS	0.70%
T06	Strength: Billet level exceeds current rank	0.70%
T06	Strength: Recruitment activities	0.70%
T06	Suggestion: Career counseling	0.70%
T06	Suggestion: Maintain high-performance consistent with next higher billet	0.70%
T05	Strength: Recruitment activities	0.40%
T05	Suggestion: Leadership in community-based public health initiative or program	0.40%
T06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.30%
T04	Missing CV	0.00%

T04	Suggestion: COER ratings are not supported by rater comments	0.00%
T04	Suggestion: Completion of additional degree, rather than enrollment	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: Leadership and Supervisory activities and responsibilities within your position	0.00%
T04	Suggestion: Leadership roles in PHS activities, not just membership	0.00%
T04	Suggestion: Need more time in current billet	0.00%
T05	Suggestion: Need more time in current billet	0.00%
T06	Suggestion: Need more time in current billet	0.00%
T04	Suggestion: Progression to meet Awards benchmark	0.00%
T04	Suggestion: Recruitment activities	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%
T04	Suggestion: Leadership in community-based public health initiative or program	0.00%