

Promotion Year 2025 Canned Comments – Applied Public Health O-4 Grade

Grade	Canned Comments	Board Member Selection Percentage
P04	Suggestion: Show impact of PHS activities	29.1%
P04	Strength: Strong ROS	24.1%
P04	Strength: COERs	22.7%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	21.8%
P04	Suggestion: Public health training & experience	20.5%
P04	Suggestion: Progression to meet Awards benchmark	19.1%
P04	Suggestion: Geographic or Programmatic (i.e., multiple intra- agency assignments) moves	16.8%
P04	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)	15.9%
P04	Suggestion: Career counseling	15.9%
P04	Suggestion: Leadership roles in PHS activities, not just membership	15.0%
P04	Strength: Presentations and Outreach	14.5%
P04	Strength: Collateral duties (i.e., regional and national)	12.7%
P04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	12.7%
P04	Suggestion: Maintain high-performance consistent with next higher billet	12.3%
P04	Suggestion: Presentations and Outreach	11.4%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.9%
P04	Strength: Billet level exceeds current rank	10.5%
P04	Suggestion: Pursue PHS activities	10.5%
P04	Suggestion: Seek mentorship	9.5%
P04	Strength: Awards	8.6%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	8.6%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	7.7%
P04	Suggestion: Completion of additional degree, rather than enrollment	6.8%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	6.4%
P04	Strength: Continuing Education beyond level expected for benchmark	5.9%
P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	5.5%

P04	Suggestion: Pursue higher billet	5.5%
P04	Suggestion: Need more time in current billet	5.0%
P04	Strength: Public Health Training beyond level expected for benchmark	3.6%
P04	Suggestion: Mentoring activities	3.6%
P04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.2%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	2.7%
P04	Suggestion: Professional organization leadership or activities	2.7%
P04	Missing Continuing Education Summary Sheet	2.7%
P04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	2.7%
P04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	2.3%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.3%
P04	Strength: Deployment activities	1.8%
P04	Incorrectly formatted CV	1.8%
P04	Suggestion: Leadership in community-based public health initiative or program	1.8%
P04	Strength: Upward career trajectory	1.4%
P04	Suggestion: COER ratings are not supported by rater comments	1.4%
P04	Strength: Leadership activities	0.9%
P04	Strength: Publications and Presentations	0.9%
P04	Strength: Recruitment activities	0.5%
P04	Suggestion: Need more recent awards	0.5%
P04	Suggestion: Correct poorly written OS	0.5%

Promotion Year 2025 Canned Comments – Applied Public Health O-3 Grade

Grade	Canned Comments	Board Member Selection Percentage
P03	Suggestion: Show impact of PHS activities	36.7%
P03	Suggestion: Presentations and Outreach	31.1%
P03	Suggestion: Public health training & experience	27.8%
P03	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	26.7%
P03	Strength: Strong ROS	25.6%
P03	Suggestion: Maintain high-performance consistent with next higher billet	24.4%
P03	Suggestion: Pursue PHS activities	24.4%
P03	Strength: COERs	17.8%

P03	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	17.8%
P03	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	15.6%
P03	Suggestion: Seek mentorship	14.4%
P03	Suggestion: Leadership roles in PHS activities, not just membership	14.4%
P03	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	13.3%
P03	Suggestion: Need more time in current billet	13.3%
P03	Suggestion: Career counseling	13.3%
P03	Strength: Awards	12.2%
P03	Suggestion: Progression to meet Awards benchmark	12.2%
P03	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)	11.1%
P03	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.0%
P03	Strength: Billet level exceeds current rank	10.0%
P03	Strength: Presentations and Outreach	10.0%
P03	Suggestion: Pursue higher billet	7.8%
P03	Suggestion: Leadership in community-based public health initiative or program	7.8%
P03	Strength: Public Health Training beyond level expected for benchmark	6.7%
P03	Strength: Collateral duties (i.e., regional and national)	6.7%
P03	Suggestion: Need more recent awards	6.7%
P03	Suggestion: More publications, other written communications, or oral presentations	6.7%
P03	Suggestion: Leadership and Supervisory activities and responsibilities within your position	6.7%
P03	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	6.7%
P03	Missing CV	6.7%
P03	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	5.6%
P03	Strength: Leadership activities	3.3%
P03	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	3.3%
P03	Suggestion: Completion of additional degree, rather than enrollment	3.3%
P03	Suggestion: Professional organization leadership or activities	3.3%
P03	Missing ROS	3.3%

P03	Strength: Continuing Education beyond level expected for benchmark	2.2%
P03	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	2.2%
P03	Strength: Recruitment activities	2.2%
P03	Missing Continuing Education Summary Sheet	2.2%
P03	Suggestion: Statements should describe impact in OS and/or CV	2.2%
P03	Suggestion: COER ratings are not supported by rater comments	1.1%
P03	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	1.1%
P03	Suggestion: Mentoring activities	1.1%
P03	Suggestion: Recruitment activities	1.1%
P03	Suggestion: Correct outdated CV	1.1%