

Promotion Year 2025 Canned Comments – Applied Public Health O-6 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P06	Strength: Billet level exceeds current rank	50.2%
P06	Strength: COERs	48.7%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	47.3%
P06	Strength: Strong ROS	40.1%
P06	Strength: Upward career trajectory	39.8%
P06	Suggestion: Progression to meet Awards benchmark	38.3%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	36.9%
P06	Strength: Deployment activities	34.8%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	32.2%
P06	Suggestion: Show impact of PHS activities	28.2%
P06	Suggestion: Presentations and Outreach	25.5%
P06	Suggestion: Public health training & experience	24.5%
P06	Strength: Continuing Education beyond level expected for benchmark	24.4%
P06	Suggestion: Need more recent awards.	24.0%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	23.7%
P06	Strength: Awards	21.9%
P06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	21.7%
P06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	21.3%
P06	Strength: Leadership activities	21.2%
P06	Strength: Presentations and Outreach	20.8%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	19.1%
P06	Suggestion: Pursue PHS activities	18.8%
P06	Strength: Public Health Training beyond level expected for benchmark	18.4%
P06	Suggestion: Leadership roles in PHS activities, not just membership	18.3%
P06	Strength: Collateral duties (i.e., regional and national)	17.0%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.0%
P06	Strength: Publications and Presentations	14.3%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	14.3%
P06	Suggestion: Leadership in community-based public health initiative or program	14.0%
P06	Suggestion: Professional organization leadership or activities	13.3%
P06	Suggestion: Recruitment activities	12.4%

P06	Suggestion: Seek mentorship	11.0%
P06	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%
P06	Suggestion: More publications, other written communications, or oral presentations	10.0%
P06	Suggestion: Pursue higher billet	8.7%
P06	Suggestion: Mentoring activities	8.1%
P06	Suggestion: Need more time in current billet	7.6%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	6.9%
P06	Suggestion: Completion of additional degree, rather than enrollment	5.6%
P06	Suggestion: Maintain high-performance consistent with next higher billet	5.5%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	5.3%
P06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	4.4%
P06	Strength: Recruitment activities	4.2%
P06	Suggestion: Career counseling	3.2%
P06	Suggestion: COER ratings are not supported by rater comments	2.8%
P06	Incorrectly formatted CV	1.9%
P06	Missing CV	1.3%
P06	Missing Continuing Education Summary Sheet	0.9%
P06	Suggestion: Correct poorly written OS	0.8%
P06	Missing ROS	0.7%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.4%
P06	Suggestion: Statements should describe impact in OS and/or CV	0.1%