

Promotion Year 2025 Canned Comments – Medical O-6 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P06	Strength: Presentations and Outreach	44.2%
P06	Strength: Strong ROS	36.8%
P06	Strength: Collateral duties (i.e., regional and national)	36.3%
P06	Strength: Billet level exceeds current rank	34.2%
P06	Strength: Deployment activities	34.2%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	33.2%
P06	Strength: Public Health Training beyond level expected for benchmark	32.1%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	31.1%
P06	Strength: Awards	29.5%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	28.4%
P06	Strength: COERs	25.8%
P06	Strength: Leadership activities	24.2%
P06	Strength: Upward career trajectory	23.2%
P06	Strength: Continuing Education beyond level expected for benchmark	22.6%
P06	Suggestion: Progression to meet Awards benchmark	17.9%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	16.8%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	16.3%
P06	Strength: Publications and Presentations	15.3%
P06	Suggestion: Public health training & experience	15.3%
P06	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	13.2%
P06	Suggestion: Leadership roles in PHS activities, not just membership	12.1%
P06	Strength: Recruitment activities	9.5%
P06	Suggestion: Show impact of PHS activities	9.5%
P06	Suggestion: Pursue PHS activities	8.9%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	8.4%
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)	7.4%
P06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	6.8%
P06	Suggestion: Seek mentorship	6.8%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	5.8%
P06	Suggestion: Presentations and Outreach	5.8%

P06	Suggestion: Need more recent awards.	4.7%
P06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	3.7%
P06	Suggestion: Need more time in current billet	3.2%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.6%
P06	Suggestion: Recruitment activities	2.1%
P06	Missing Continuing Education Summary Sheet	2.1%
P06	Incorrectly formatted CV	1.6%
P06	Suggestion: Completion of additional degree, rather than enrollment	1.1%
P06	Suggestion: Mentoring activities	1.1%
P06	Suggestion: More publications, other written communications, or oral presentations	0.5%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	0.5%
P06	Suggestion: Correct poorly written OS	0.5%
P06	Suggestion: Leadership in community-based public health initiative or program	0.5%

Promotion Year 2025 Canned Comments – Medical O-5 Grade

Grade	Canned Comments	Board Member Selection Percentage
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	48.3%
P05	Strength: Presentations and Outreach	45.0%
P05	Strength: Strong ROS	36.7%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	36.7%
P05	Strength: COERs	35.0%
P05	Strength: Billet level exceeds current rank	35.0%
P05	Strength: Collateral duties (i.e., regional and national)	35.0%
P05	Suggestion: Progression to meet Awards benchmark	35.0%
P05	Suggestion: Leadership roles in PHS activities, not just membership	30.0%
P05	Suggestion: Pursue PHS activities	30.0%
P05	Strength: Leadership activities	28.3%
P05	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	25.0%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	25.0%
P05	Strength: Continuing Education beyond level expected for benchmark	23.3%
P05	Suggestion: Show impact of PHS activities	23.3%
P05	Suggestion: Need more recent awards.	21.7%
P05	Strength: Awards	20.0%
P05	Suggestion: Public health training & experience	20.0%

P05	Strength: Public Health Training beyond level expected for benchmark	18.3%
P05	Strength: Upward career trajectory	18.3%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	18.3%
P05	Strength: Deployment activities	16.7%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	16.7%
P05	Suggestion: Professional organization leadership or activities	16.7%
P05	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	15.0%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	15.0%
P05	Suggestion: Seek mentorship	15.0%
P05	Suggestion: Presentations and Outreach	15.0%
P05	Strength: Publications and Presentations	11.7%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	11.7%
P05	Suggestion: Mentoring activities	11.7%
P05	Strength: Recruitment activities	10.0%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	8.3%
P05	Suggestion: More publications, other written communications, or oral presentations	6.7%
P05	Incorrectly formatted CV	6.7%
P05	Suggestion: Need more time in current billet	5.0%
P05	Suggestion: Career counseling	5.0%
P05	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	5.0%
P05	Suggestion: Pursue higher billet	3.3%
P05	Suggestion: Recruitment activities	3.3%
P05	Missing Continuing Education Summary Sheet	3.3%
P05	Suggestion: Correct outdated CV	3.3%
P05	Suggestion: Statements should describe impact in OS and/or CV	3.3%
P05	Suggestion: Leadership in community-based public health initiative or program	3.3%
P05	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)	1.7%
P05	Suggestion: Completion of additional degree, rather than enrollment	1.7%
P05	Suggestion: Correct poorly written OS	1.7%
Promotion Year 2025 Canned Comments – Medical O-4 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	53.3%

P04	Strength: Presentations and Outreach	46.7%
P04	Strength: Awards	33.3%
P04	Strength: COERs	26.7%
P04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	26.7%
P04	Suggestion: Pursue PHS activities	26.7%
P04	Strength: Strong ROS	20.0%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.0%
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)	20.0%
P04	Suggestion: Public health training & experience	20.0%
P04	Strength: Publications and Presentations	13.3%
P04	Strength: Collateral duties (i.e., regional and national)	13.3%
P04	Suggestion: Progression to meet Awards benchmark	13.3%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	13.3%
P04	Suggestion: Pursue higher billet	13.3%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	13.3%
P04	Suggestion: Professional organization leadership or activities	13.3%
P04	Strength: Leadership activities	6.7%
P04	Strength: Continuing Education beyond level expected for benchmark	6.7%
P04	Strength: Public Health Training beyond level expected for benchmark	6.7%
P04	Strength: Billet level exceeds current rank	6.7%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	6.7%
P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	6.7%
P04	Suggestion: Need more recent awards.	6.7%
P04	Suggestion: More publications, other written communications, or oral presentations	6.7%
P04	Suggestion: Need more time in current billet	6.7%
P04	Suggestion: Career counseling	6.7%
P04	Suggestion: Mentoring activities	6.7%
P04	Suggestion: Leadership in community-based public health initiative or program	6.7%