

Promotion Year 2025 Canned Comments – Medical Services O-4 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P04	Strength: Strong ROS	50.4%
P04	Strength: COERs	48.5%
P04	Strength: Billet level exceeds current rank	47.3%
P04	Suggestion: Career counseling	44.2%
P04	Suggestion: Leadership roles in PHS activities, not just membership	43.5%
P04	Suggestion: Progression to meet Awards benchmark	40.8%
P04	Suggestion: Seek mentorship	33.5%
P04	Suggestion: Mentoring activities	30.4%
P04	Suggestion: Show impact of PHS activities	30.4%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	30.0%
P04	Suggestion: More publications, other written communications, or oral presentations	26.9%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	26.5%
P04	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	26.2%
P04	Suggestion: Pursue PHS activities	26.2%
P04	Suggestion: Need more recent awards.	23.8%
P04	Suggestion: Leadership in community-based public health initiative or program	22.3%
P04	Suggestion: Public health training & experience	21.5%
P04	Suggestion: Presentations and Outreach	20.8%
P04	Suggestion: Pursue higher billet	20.0%
P04	Suggestion: Recruitment activities	19.6%
P04	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	18.1%
P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	15.0%
P04	Strength: Awards	13.8%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	13.8%
P04	Strength: Presentations and Outreach	13.8%
P04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.8%
P04	Suggestion: Maintain high-performance consistent with next higher billet	12.7%
P04	Strength: Continuing Education beyond level expected for benchmark	12.3%
P04	Suggestion: Completion of additional degree, rather than enrollment	11.5%
P04	Suggestion: Professional organization leadership or activities	11.5%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	10.8%

P04	Strength: Public Health Training beyond level expected for benchmark	9.6%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	9.6%
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)	7.3%
P04	Incorrectly formatted CV	6.9%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	5.8%
P04	Strength: Leadership activities	4.6%
P04	Strength: Collateral duties (i.e., regional and national)	4.2%
P04	Strength: Deployment activities	4.2%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	3.8%
P04	Suggestion: Correct poorly written OS	3.5%
P04	Strength: Upward career trajectory	2.7%
P04	Missing Continuing Education Summary Sheet	2.3%
P04	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	1.9%
P04	Strength: Publications and Presentations	0.8%
P04	Strength: Recruitment activities	0.8%
P04	Suggestion: COER ratings are not supported by rater comments	0.4%
P04	Suggestion: Need more time in current billet	0.4%
P04	Missing ROS	0.4%
P04	Missing CV	0.4%
P04	Suggestion: Statements should describe impact in OS and/or CV	0.4%

Promotion Year 2025 Canned Comments – Medical Services O-3 Grade

Grade	Canned Comments	Board Member Selection Percentage
P03	Suggestion: Progression to meet Awards benchmark	77.9%
P03	Suggestion: Seek mentorship	77.9%
P03	Suggestion: Career counseling	62.1%
P03	Suggestion: Pursue PHS activities	60.7%
P03	Suggestion: Public health training & experience	53.8%
P03	Suggestion: Show impact of PHS activities	51.7%
P03	Suggestion: Pursue higher billet	49.0%
P03	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	47.6%
P03	Suggestion: Presentations and Outreach	46.9%
P03	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	46.2%
P03	Suggestion: More publications, other written communications, or oral presentations	45.5%

P03	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	44.8%
P03	Suggestion: Leadership roles in PHS activities, not just membership	43.4%
P03	Suggestion: Maintain high-performance consistent with next higher billet	42.1%
P03	Suggestion: Professional organization leadership or activities	41.4%
P03	Suggestion: Leadership and Supervisory activities and responsibilities within your position	39.3%
P03	Suggestion: Leadership in community-based public health initiative or program	38.6%
P03	Suggestion: Mentoring activities	37.2%
P03	Suggestion: Recruitment activities	34.5%
P03	Suggestion: Completion of additional degree, rather than enrollment	32.4%
P03	Strength: Billet level exceeds current rank	29.7%
P03	Suggestion: Need more recent awards.	29.0%
P03	Strength: COERs	26.2%
P03	Strength: Strong ROS	24.1%
P03	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	23.4%
P03	Missing CV	20.0%
P03	Suggestion: Need more time in current billet	18.6%
P03	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	14.5%
P03	Missing ROS	13.8%
P03	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	11.7%
P03	Strength: Prior or current assignment at a mission priority agency that serves vulnerable populations (i.e., BOP, DHS-IHSC, IHS)	10.3%
P03	Missing Continuing Education Summary Sheet	10.3%
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)	9.7%
P03	Strength: Continuing Education beyond level expected for benchmark	9.0%
P03	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	9.0%
P03	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	8.3%
P03	Strength: Presentations and Outreach	8.3%
P03	Strength: Awards	7.6%
P03	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	6.2%

P03	Strength: Public Health Training beyond level expected for benchmark	6.2%
P03	Incorrectly formatted CV	6.2%
P03	Strength: Leadership activities	4.8%
P03	Strength: Upward career trajectory	4.8%
P03	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	4.1%
P03	Suggestion: Correct outdated CV	2.8%
P03	Strength: Publications and Presentations	1.4%
P03	Strength: Collateral duties (i.e., regional and national)	1.4%
P03	Strength: Deployment activities	1.4%
P03	Strength: Recruitment activities	1.4%
P03	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.7%