

Promotion Year 2025 Canned Comments – Medical Services O-6 Grade		
Grade	Canned Comments	Board Member Selection Percentage
P06	Suggestion: Leadership roles in PHS activities, not just membership	31.0%
P06	Suggestion: Progression to meet Awards benchmark	30.2%
P06	Suggestion: Pursue higher billet	23.6%
P06	Suggestion: Need more recent awards.	22.9%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	22.5%
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: Pursue PHS activities	20.8%
P06	Strength: Strong ROS	19.8%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	19.5%
P06	Strength: Deployment activities	18.3%
P06	Strength: Upward career trajectory	18.2%
P06	Suggestion: Public health training & experience	16.9%
P06	Strength: Awards	14.9%
P06	Strength: Billet level exceeds current rank	14.3%
P06	Suggestion: Professional organization leadership or activities	14.3%
P06	Suggestion: Show impact of PHS activities	14.0%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	13.7%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	13.5%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	13.1%
P06	Strength: Continuing Education beyond level expected for benchmark	12.9%
P06	Suggestion: Presentations and Outreach	12.9%
P06	Strength: COERs	12.0%
P06	Strength: Presentations and Outreach	11.6%
P06	Suggestion: Leadership in community-based public health initiative or program	11.3%
P06	Strength: Public Health Training beyond level expected for benchmark	11.0%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	11.0%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	10.5%
P06	Suggestion: Seek mentorship	10.1%
P06	Suggestion: More publications, other written communications, or oral presentations	10.0%
P06	Suggestion: Mentoring activities	9.9%
P06	Missing Continuing Education Summary Sheet	9.8%
P06	Strength: Leadership activities	8.6%
P06	Suggestion: Completion of additional degree, rather than enrollment	8.1%
P06	Strength: Collateral duties (i.e., regional and national)	8.0%

P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	7.7%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	7.5%
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)	7.5%
P06	Suggestion: Seek continuing education (e.g., CME, CE, CEUs)	7.5%
P06	Incorrectly formatted CV	7.1%
P06	Missing OS/Incorrect OS (i.e., Not in correct OS format, OPPVS was verified without OS, did not complete an OS)	6.1%
P06	Suggestion: Recruitment activities	5.8%
P06	Strength: Publications and Presentations	5.7%
P06	Strength: Recruitment activities	5.5%
P06	Suggestion: Statements should describe impact in OS and/or CV	5.1%
P06	Suggestion: Need more time in current billet	4.5%
P06	Suggestion: COER ratings are not supported by rater comments	4.0%
P06	Suggestion: Maintain high-performance consistent with next higher billet	4.0%
P06	Suggestion: Career counseling	2.4%
P06	Suggestion: Correct outdated CV	2.4%
P06	Missing ROS	2.3%
P06	Suggestion: Correct poorly written OS	2.2%
P06	Suggestion: Supporting documentation for statements	0.6%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.5%
P06	Missing CV	0.2%