

### Promotion Year 2026 - Canned Comments - Allied Health O-4 Grade

Grade	Canned Comment	Board Member Selection Percentage
P04	Strength: Billet level exceeds current rank	58.0%
P04	Strength: COERs	45.9%
P04	Strength: Strong ROS	42.7%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	42.0%
P04	Strength: Upward career trajectory	37.6%
P04	Suggestion: Presentations and Outreach	36.9%
P04	Suggestion: Public health training & experience	36.1%
P04	Strength: Collateral duties (i.e., regional and national)	34.5%
P04	Suggestion: Leadership roles in PHS activities, not just membership	33.7%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	32.9%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	31.0%
P04	Suggestion: Show impact of PHS activities	31.0%
P04	Suggestion: Pursue PHS activities	28.2%
P04	Suggestion: Professional organization leadership or activities	27.5%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	25.5%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	24.7%
P04	Suggestion: Mentoring activities	18.4%
P04	Strength: Public Health Training beyond level expected for benchmark	18.0%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	17.3%
P04	Suggestion: Maintain high-performance consistent with next higher billet	17.3%
P04	Suggestion: Need more time in current billet	17.3%
P04	Suggestion: Leadership in community-based public health initiative or program	17.3%
P04	Strength: Leadership activities	16.5%
P04	Strength: Presentations and Outreach	16.5%
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)	16.5%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	15.7%

P04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	14.9%
P04	Suggestion: Seek mentorship	14.1%
P04	Suggestion: Pursue higher billet	13.7%
P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	12.5%
P04	Strength: Deployment activities	9.0%
P04	Suggestion: More publications, other written communications, or oral presentations	8.2%
P04	Suggestion: Recruitment activities	7.8%
P04	Strength: Recruitment activities	6.3%
P04	Suggestion: Completion of additional degree, rather than enrollment	6.3%
P04	Suggestion: Career counseling	5.5%
P04	Suggestion: COER ratings are not supported by rater comments	4.3%
P04	Missing ROS	3.5%
P04	Incorrectly formatted CV	3.1%
P04	Suggestion: Statements should describe impact in CV	2.4%
P04	Suggestion: Supporting documentation for statements	2.0%
P04	Strength: Publications and Presentations	1.6%
P04	Suggestion: Correct outdated CV	0.8%
P04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.4%

### Promotion Year 2026 - Canned Comments - Allied Health O-3 Grade

Grade	Canned Comment	Board Member Selection Percentage
P03	Strength: Billet level exceeds current rank	60.0%
P03	Strength: Upward career trajectory	40.0%
P03	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	40.0%
P03	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	40.0%
P03	Suggestion: Pursue PHS activities	40.0%
P03	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	40.0%
P03	Strength: COERs	20.0%
P03	Strength: Strong ROS	20.0%
P03	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.0%

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)	20.0%
P03	Suggestion: More publications, other written communications, or oral presentations	20.0%
P03	Suggestion: Public health training & experience	20.0%
P03	Suggestion: Pursue higher billet	20.0%
P03	Suggestion: Professional organization leadership or activities	20.0%
P03	Suggestion: Seek mentorship	20.0%
P03	Suggestion: Leadership roles in PHS activities, not just membership	20.0%
P03	Suggestion: Show impact of PHS activities	20.0%
P03	Suggestion: Correct outdated CV	20.0%