

Promotion Year 2026 - Canned Comments - Applied Public Health O-4 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P04	Strength: Strong ROS	60.0%
P04	Strength: Billet level exceeds current rank	51.2%
P04	Strength: COERs	40.0%
P04	Suggestion: Presentations and Outreach	39.2%
P04	Suggestion: Professional organization leadership or activities	36.7%
P04	Suggestion: Leadership roles in PHS activities, not just membership	35.8%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	33.8%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	33.3%
P04	Suggestion: Public health training & experience	32.9%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	28.7%
P04	Suggestion: Show impact of PHS activities	28.7%
P04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	27.5%
P04	Strength: Upward career trajectory	22.1%
P04	Strength: Collateral duties (i.e., regional and national)	19.6%
P04	Strength: Public Health Training beyond level expected for benchmark	18.8%
P04	Strength: Presentations and Outreach	16.3%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	15.4%
P04	Suggestion: Leadership in community-based public health initiative or program	14.6%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	13.8%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	12.1%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	11.7%
P04	Suggestion: Maintain high-performance consistent with next higher billet	11.7%
P04	Suggestion: Pursue PHS activities	11.7%
P04	Suggestion: Need more time in current billet	10.8%
P04	Suggestion: Mentoring activities	10.0%
P04	Suggestion: More publications, other written communications, or oral presentations	9.2%
P04	Strength: Leadership activities	8.8%
P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	7.9%
P04	Strength: Recruitment activities	7.5%
P04	Suggestion: COER ratings are not supported by rater comments	7.5%
P04	Strength: Publications and Presentations	7.1%
P04	Suggestion: Recruitment activities	6.3%
P04	Suggestion: Completion of additional degree, rather than enrollment	5.4%
P04	Suggestion: Seek mentorship	5.4%
P04	Strength: Deployment activities	5.0%
P04	Suggestion: Pursue higher billet	4.6%
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)	3.3%
P04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	2.9%
P04	Incorrectly formatted CV	2.1%
P04	Suggestion: Statements should describe impact in CV	0.8%

P04	Missing ROS	0.4%
P04	Suggestion: Correct outdated CV	0.4%
P04	Suggestion: Supporting documentation for statements	0.4%
<b>Promotion Year 2026 - Canned Comments - Applied Public Health O-3 Grade</b>		
<b>Grade</b>	<b>Canned Comment</b>	<b>Board Member Selection Percentage</b>
P03	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	80.0%
P03	Suggestion: Presentations and Outreach	80.0%
P03	Suggestion: Pursue PHS activities	76.0%
P03	Suggestion: Public health training & experience	68.0%
P03	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	56.0%
P03	Suggestion: Leadership in community-based public health initiative or program	56.0%
P03	Suggestion: Professional organization leadership or activities	52.0%
P03	Suggestion: Need more time in current billet	48.0%
P03	Suggestion: Maintain high-performance consistent with next higher billet	32.0%
P03	Suggestion: Mentoring activities	32.0%
P03	Suggestion: Show impact of PHS activities	32.0%
P03	Strength: Strong ROS	28.0%
P03	Strength: Billet level exceeds current rank	28.0%
P03	Suggestion: Leadership roles in PHS activities, not just membership	28.0%
P03	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	24.0%
P03	Strength: COERs	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: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	20.0%
P03	Suggestion: Leadership and Supervisory activities and responsibilities within your position	20.0%
P03	Suggestion: Seek mentorship	20.0%
P03	Missing ROS	16.0%
P03	Incorrectly formatted CV	16.0%
P03	Suggestion: Completion of additional degree, rather than enrollment	12.0%
P03	Suggestion: Pursue higher billet	12.0%
P03	Strength: Leadership activities	8.0%
P03	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	8.0%
P03	Strength: Presentations and Outreach	8.0%
P03	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	8.0%
P03	Suggestion: Career counseling	8.0%
P03	Suggestion: Recruitment activities	8.0%
P03	Strength: Public Health Training beyond level expected for benchmark	4.0%
P03	Strength: Upward career trajectory	4.0%
P03	Suggestion: COER ratings are not supported by rater comments	4.0%
P03	Suggestion: More publications, other written communications, or oral presentations	4.0%