

Promotion Year 2026 - Canned Comments - Applied Public Health O-5 Grade

Grade	Canned Comment	Board Member Selection Percentage
P05	Strength: Strong ROS	31.6%
P05	Strength: COERs	21.1%
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	20.5%
P05	Suggestion: Leadership roles in PHS activities, not just membership	20.0%
P05	Suggestion: Show impact of PHS activities	19.4%
P05	Suggestion: Seek mentorship	18.1%
P05	Strength: Billet level exceeds current rank	15.7%
P05	Strength: Deployment activities	15.6%
P05	Suggestion: Professional organization leadership or activities	15.2%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	15.1%
P05	Strength: Upward career trajectory	14.9%
P05	Suggestion: Mentoring activities	14.6%
P05	Suggestion: Pursue PHS activities	14.6%
P05	Strength: Collateral duties (i.e., regional and national)	14.4%
P05	Suggestion: Recruitment activities	14.4%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	14.0%
P05	Strength: Public Health Training beyond level expected for benchmark	13.8%
P05	Suggestion: Leadership in community-based public health initiative or program	12.5%
P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	12.1%
P05	Strength: Presentations and Outreach	11.0%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	10.8%
P05	Suggestion: Public health training & experience	10.8%
P05	Suggestion: Presentations and Outreach	10.5%
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)	9.4%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	8.1%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	7.6%
P05	Suggestion: Career counseling	7.3%
P05	Incorrectly formatted CV	6.8%
P05	Strength: Recruitment activities	5.1%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.1%
P05	Suggestion: Pursue higher billet	4.4%
P05	Strength: Publications and Presentations	4.1%
P05	Strength: Leadership activities	4.0%
P05	Suggestion: Completion of additional degree, rather than enrollment	3.2%

P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	2.4%
P05	Suggestion: Statements should describe impact in CV	2.4%
P05	Suggestion: More publications, other written communications, or oral presentations	1.6%
P05	Suggestion: Need more time in current billet	1.6%
P05	Suggestion: Maintain high-performance consistent with next higher billet	1.4%
P05	Suggestion: Correct outdated CV	1.3%
P05	Suggestion: COER ratings are not supported by rater comments	0.6%
P05	Missing ROS	0.5%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	0.5%