

Promotion Year 2026 - Canned Comments - Applied Public Health O-6 Grade

Grade	Canned Comment	Board Member Selection Percentage
P06	Strength: Billet level exceeds current rank	39.0%
P06	Strength: Strong ROS	38.0%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	36.1%
P06	Suggestion: Recruitment activities	33.7%
P06	Strength: COERs	33.5%
P06	Strength: Upward career trajectory	31.8%
P06	Suggestion: Public health training & experience	27.8%
P06	Suggestion: Professional organization leadership or activities	26.9%
P06	Suggestion: Presentations and Outreach	26.7%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	26.2%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	25.1%
P06	Strength: Leadership activities	24.7%
P06	Suggestion: Leadership roles in PHS activities, not just membership	24.6%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	24.1%
P06	Suggestion: Mentoring activities	22.7%
P06	Strength: Collateral duties (i.e., regional and national)	20.6%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	19.5%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	19.1%
P06	Strength: Presentations and Outreach	17.8%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	17.6%
P06	Strength: Public Health Training beyond level expected for benchmark	17.4%
P06	Strength: Deployment activities	16.1%
P06	Strength: Recruitment activities	12.3%
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)	12.3%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	10.9%
P06	Suggestion: Leadership in community-based public health initiative or program	10.8%
P06	Suggestion: Pursue higher billet	10.4%
P06	Suggestion: Seek mentorship	10.4%
P06	Suggestion: Need more time in current billet	9.9%
P06	Suggestion: Pursue PHS activities	9.9%
P06	Suggestion: Show impact of PHS activities	8.8%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	7.4%
P06	Suggestion: Completion of additional degree, rather than enrollment	7.4%
P06	Suggestion: Career counseling	4.0%
P06	Suggestion: Maintain high-performance consistent with next higher billet	3.7%
P06	Incorrectly formatted CV	2.9%

P06	Strength: Publications and Presentations	2.8%
P06	Suggestion: COER ratings are not supported by rater comments	2.5%
P06	Suggestion: Correct outdated CV	2.0%
P06	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.9%
P06	Missing ROS	0.8%
P06	Suggestion: More publications, other written communications, or oral presentations	0.4%
P06	Missing CV	0.3%
P06	Suggestion: Statements should describe impact in CV	0.1%
P06	Suggestion: Supporting documentation for statements	0.1%