

Promotion Year 2026 - Canned Comments - Medical O-6 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P06	Strength: Strong ROS	36.1%
P06	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	34.2%
P06	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	31.6%
P06	Strength: Deployment activities	31.6%
P06	Strength: Upward career trajectory	31.0%
P06	Strength: Collateral duties (i.e., regional and national)	30.3%
P06	Strength: Leadership activities	29.0%
P06	Strength: Billet level exceeds current rank	28.4%
P06	Strength: Public Health Training beyond level expected for benchmark	27.7%
P06	Strength: COERs	24.5%
P06	Strength: Presentations and Outreach	21.3%
P06	Suggestion: Professional organization leadership or activities	19.4%
P06	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	18.7%
P06	Suggestion: Leadership roles in PHS activities, not just membership	18.7%
P06	Suggestion: Show impact of PHS activities	16.1%
P06	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	15.5%
P06	Suggestion: Mentoring activities	14.2%
P06	Suggestion: Pursue PHS activities	10.3%
P06	Suggestion: Seek mentorship	9.7%
P06	Strength: Recruitment activities	9.0%
P06	Suggestion: Public health training & experience	9.0%
P06	Strength: Publications and Presentations	8.4%
P06	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	8.4%
P06	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	7.7%
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)	3.9%
P06	Suggestion: Completion of additional degree, rather than enrollment	3.2%
P06	Suggestion: Presentations and Outreach	3.2%
P06	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	2.6%
P06	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	2.6%
P06	Suggestion: Leadership in community-based public health initiative or program	2.6%
P06	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.9%
P06	Suggestion: Maintain high-performance consistent with next higher billet	1.3%
P06	Suggestion: Recruitment activities	1.3%
P06	Missing ROS	1.3%
P06	Incorrectly formatted CV	1.3%
P06	Suggestion: COER ratings are not supported by rater comments	0.6%

P06	Suggestion: More publications, other written communications, or oral presentations	0.6%
P06	Suggestion: Career counseling	0.6%
Promotion Year 2026 - Canned Comments - Medical O-5 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P05	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	61.4%
P05	Strength: Presentations and Outreach	48.6%
P05	Strength: Strong ROS	47.1%
P05	Strength: Public Health Training beyond level expected for benchmark	45.7%
P05	Strength: Billet level exceeds current rank	45.7%
P05	Strength: COERs	44.3%
P05	Strength: Leadership activities	28.6%
P05	Strength: Collateral duties (i.e., regional and national)	28.6%
P05	Strength: Upward career trajectory	24.3%
P05	Strength: Deployment activities	24.3%
P05	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	22.9%
P05	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.0%
P05	Suggestion: Leadership roles in PHS activities, not just membership	20.0%
P05	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	18.6%
P05	Strength: Publications and Presentations	17.1%
P05	Suggestion: Professional organization leadership or activities	15.7%
P05	Suggestion: Pursue PHS activities	15.7%
P05	Suggestion: Show impact of PHS activities	14.3%
P05	Suggestion: Public health training & experience	11.4%
P05	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	8.6%
P05	Suggestion: Mentoring activities	8.6%
P05	Suggestion: Recruitment activities	8.6%
P05	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	7.1%
P05	Suggestion: Seek mentorship	7.1%
P05	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	5.7%
P05	Suggestion: Pursue higher billet	5.7%
P05	Strength: Recruitment activities	4.3%
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)	4.3%
P05	Suggestion: Maintain high-performance consistent with next higher billet	2.9%
P05	Suggestion: Completion of additional degree, rather than enrollment	2.9%
P05	Incorrectly formatted CV	2.9%
P05	Suggestion: COER ratings are not supported by rater comments	1.4%
P05	Suggestion: Leadership and Supervisory activities and responsibilities within your position	1.4%
P05	Suggestion: Presentations and Outreach	1.4%
P05	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.4%

P05	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	1.4%
Promotion Year 2026 - Canned Comments - Medical O-4 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P04	Strength: Billet level exceeds current rank	50.0%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	35.0%
P04	Suggestion: Pursue PHS activities	35.0%
P04	Strength: Presentations and Outreach	30.0%
P04	Strength: COERs	25.0%
P04	Strength: Strong ROS	25.0%
P04	Suggestion: Professional organization leadership or activities	25.0%
P04	Strength: Upward career trajectory	20.0%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	20.0%
P04	Suggestion: Public health training & experience	20.0%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	20.0%
P04	Strength: Leadership activities	15.0%
P04	Strength: Collateral duties (i.e., regional and national)	15.0%
P04	Suggestion: Leadership roles in PHS activities, not just membership	15.0%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	15.0%
P04	Strength: Deployment activities	10.0%
P04	Suggestion: Need more time in current billet	10.0%
P04	Suggestion: Seek mentorship	10.0%
P04	Strength: Recruitment activities	5.0%
P04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	5.0%
P04	Suggestion: Pursue higher billet	5.0%
P04	Suggestion: Mentoring activities	5.0%
P04	Suggestion: Show impact of PHS activities	5.0%
P04	Missing ROS	5.0%
P04	Incorrectly formatted CV	5.0%
P04	Suggestion: Leadership in community-based public health initiative or program	5.0%