

Promotion Year 2026 - Canned Comments - Medical Services O-4 Grade

Grade	Canned Comment	Board Member Selection Percentage
P04	Strength: Strong ROS	40.9%
P04	Strength: COERs	32.8%
P04	Strength: Billet level exceeds current rank	32.8%
P04	Suggestion: Public health training & experience	20.9%
P04	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	20.4%
P04	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	17.4%
P04	Strength: Upward career trajectory	16.2%
P04	Suggestion: Leadership roles in PHS activities, not just membership	15.3%
P04	Suggestion: Presentations and Outreach	15.3%
P04	Suggestion: Leadership and Supervisory activities and responsibilities within your position	14.9%
P04	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	14.9%
P04	Strength: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	14.5%
P04	Strength: PHS Activities (i.e., Displays longevity and/or continuity of PHS Activities/membership)	14.5%
P04	Strength: Presentations and Outreach	12.3%
P04	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	12.3%
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)	11.9%
P04	Suggestion: Pursue PHS activities	11.9%
P04	Strength: Collateral duties (i.e., regional and national)	10.2%
P04	Suggestion: Completion of additional degree, rather than enrollment	10.2%
P04	Suggestion: Mentoring activities	10.2%
P04	Suggestion: Seek mentorship	10.2%
P04	Suggestion: More publications, other written communications, or oral presentations	9.8%
P04	Strength: Leadership activities	8.5%
P04	Strength: Public Health Training beyond level expected for benchmark	8.5%
P04	Strength: Deployment activities	8.5%
P04	Missing ROS	7.7%
P04	Incorrectly formatted CV	7.2%
P04	Suggestion: Correct outdated CV	7.2%
P04	Suggestion: Leadership in community-based public health initiative or program	7.2%
P04	Suggestion: Recruitment activities	6.8%
P04	Strength: Publications and Presentations	6.4%
P04	Suggestion: Professional organization leadership or activities	6.4%
P04	Suggestion: COER Improvement (i.e., continuous performance development, enhancement needed on Rater comments)	5.5%
P04	Suggestion: Pursue higher billet	4.3%

P04	Strength: Substantial mentorship activities (i.e., as a mentee or mentor)	3.8%
P04	Strength: Recruitment activities	3.8%
P04	Suggestion: Show impact of PHS activities	3.8%
P04	Suggestion: Career counseling	2.6%
P04	Suggestion: Need more time in current billet	2.1%
P04	Suggestion: Maintain high-performance consistent with next higher billet	1.7%
P04	Suggestion: Proofread/Peer review for grammar and/or spelling errors	1.7%
P04	Suggestion: Statements should describe impact in CV	0.9%
Promotion Year 2026 - Canned Comments - Medical Services O-3 Grade		
Grade	Canned Comment	Board Member Selection Percentage
P03	Missing ROS	26.7%
P03	Suggestion: Public health training & experience	22.2%
P03	Suggestion: Pursue PHS activities	22.2%
P03	Suggestion: Pursue advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	22.2%
P03	Strength: Billet level exceeds current rank	17.8%
P03	Missing CV	17.8%
P03	Suggestion: Seek mentorship	15.6%
P03	Suggestion: Presentations and Outreach	15.6%
P03	Suggestion: More publications, other written communications, or oral presentations	13.3%
P03	Suggestion: Completion of additional degree, rather than enrollment	13.3%
P03	Suggestion: Mentoring activities	11.1%
P03	Suggestion: Professional organization leadership or activities	11.1%
P03	Suggestion: Show impact of PHS activities	11.1%
P03	Suggestion: Recruitment activities	11.1%
P03	Suggestion: Proofread/Peer review for grammar and/or spelling errors	11.1%
P03	Suggestion: Leadership in community-based public health initiative or program	11.1%
P03	Strength: COERs	8.9%
P03	Suggestion: Leadership roles in PHS activities, not just membership	8.9%
P03	Strength: Collateral duties (i.e., regional and national)	6.7%
P03	Suggestion: Leadership and Supervisory activities and responsibilities within your position	6.7%
P03	Suggestion: Geographic or Programmatic (i.e., multiple intra-agency assignments) moves	6.7%
P03	Suggestion: Pursue higher billet	6.7%
P03	Suggestion: Seek more collateral duties (i.e., Limited or no leadership or impact in collateral duties)	6.7%
P03	Strength: Advanced training (e.g., certifications, licensures, credentials, degrees) beyond level expected for benchmark	4.4%
P03	Strength: Strong ROS	2.2%
P03	Strength: Public Health Training beyond level expected for benchmark	2.2%
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)	2.2%
P03	Suggestion: COER ratings are not supported by rater comments	2.2%

P03	Suggestion: Maintain high-performance consistent with next higher billet	2.2%
P03	Suggestion: Need more time in current billet	2.2%
P03	Incorrectly formatted CV	2.2%