

## Pharmacy Benchmarks

1. Performance	O-4	O-5	O-6
<b>COERs and COER attachments (past 3 years)</b>	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.	The primary focus in reviewing the COER should be on the accompanying narrative. Narrative indicates progression of responsibility, achievement and contributions to the agency mission. A secondary assessment of the COER will include a review of the COER score, in the context of looking at performance trends. The officer should be in a billet at or above their grade.
• <b>Award History --</b> o <b>CC Honor Awards</b>	A continuum of awards at the Achievement Medal or below.	A continuum of awards at the Commendation Medal or below. There should be a progression of awards across the career of the officer.	A continuum of awards at the OSM or below. There should be a progression of awards across the career of the officer.
o <b>Non-Corps Awards</b>	Yes, Value added	Yes, Value added	Yes, Value added
• <b>Reviewing Official's Assessment</b> o <b>Promotion Readiness (Y/N)</b>	Yes	Yes	Yes
o <b>Leadership Attributes (i.e., influencing, operating, and improving the mission of the PHS)</b>	Contributes as a member of a formal task force or similar group at the Branch, division, agency, or CC level. Identifies leadership role	Volunteers for and demonstrates leadership as a contributing member of a formal task force or similar group at the division, agency or CC level.	Volunteers for and serves in a leadership role (e.g., Chair, vice-chair) of a formal task force or similar group at the agency, CC, or PHS level.
o <b>Integrity/Duty</b>	Unquestioned No outstanding disciplinary or behavioral issues	Unquestioned No outstanding disciplinary or behavioral issues	Unquestioned No outstanding disciplinary or behavioral issues
o <b>Mission Contribution</b>	As assigned by the supervisor	Actively seeks outside activities that also contribute to the mission	Clear evidence that career (duties and outside activities) has and will continue to contribute significantly to PHS (impact evident)

## Pharmacy Benchmarks

<b>2. Education, Training and Professional Development</b>	<b>O-4</b>	<b>O-5</b>	<b>O-6</b>
Degrees	BS Pharmacy or Pharm D	BS Pharmacy or Pharm D	BS Pharmacy or Pharm D
Licensure	Current license in at least one State	Current license in at least one State	Current license in at least one State
Certification/Credentialing (beyond that required for appointment)	None required	Certification/Specialty Credential appropriate for current position, (e.g. Clinical or Administrative)	Certification/Specialty Credential appropriate for current position, (e.g. Clinical or Administrative)
Continuing Education	At least 20 hours of professional CE annually	At least 20 hours of professional CE annually	At least 20 hours of professional CE annually
Public Health Training/ Experience	Additional course work or experience in public health initiative (e.g. MPH, CCRF, Bioterrorism Preparedness, Healthy People 2010)	Working toward advanced degree, or experience in public health initiative (e.g. MPH, CCRF, Bioterrorism Preparedness, Healthy People 2010)	Obtained advanced degree, or leadership role in public health initiative (e.g. MPH; CCRF, Bioterrorism Preparedness, Healthy People 2010)

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<b>3. Career Progressions and Potential</b>	<b>O-4</b>	<b>O-5</b>	<b>O-6</b>
Billets	O-3 or >	O-4 or >	O-5 or >
Assignments	Minimum of 1 career progressive assignment change	Minimum of 3 career progressive assignment changes	Minimum of 5 career progressive assignment changes
Mobility – Geographic and/or Programmatic	Minimum of 1 change, geographic or OPDIV/Program	Minimum of 2 changes, geographic or OPDIV/Program	Minimum of 4 changes, geographic or OPDIV/Program
Assimilation	Application Submitted	Nominated	Assimilation achieved
Collateral Duties / Billet Addendums	Average of 1 per year since last promotion	Average of 2 per year since last promotion	Average of 2 per year since last promotion, with leadership position in at least one.

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4. Characteristics of Career Officer and Service to the Corps.	O-4	O-5	O-6
• <b>Membership/Involvement in PAC/Advisory Groups</b>	Volunteer or elected member including field reps/Subcommittee members, etc.	Elected Member, Assume level of responsibility by Chairing a Task Force / Subcommittee	Elected Member, Serves in Chair or Vice-Chair / leadership roles
• <b>Associate Recruiter</b>	Member	Member	Member
• <b>Mentoring</b>	Value added	Leadership. Recognition.	Leadership. Recognition.
• <b>BOTC/IOTC</b>	Yes, BOTC	Yes with Ribbon	Yes with Ribbon
• <b>Professional Organizations</b>	Active Member	Serves as a contributing member of a Committee or subcommittee	Serves as Chair, Vice-Chair or in other significant leadership roles in Committees or as a member of the Board
• <b>Service Awards-</b> o Special Assignment Award o Isolated Hardship Award o Hazardous Duty o NEPA/CRSA o Foreign Duty	≥ 1	≥ 2	≥ 3
• <b>Daily wearing of uniform</b>	Daily	Daily	Daily
• <b>Other Official Commissioned Corps/PHS Activities (i.e., Honor Guard, Color Guard, PHS Ensemble, Aide-de-Camp)</b>	Yes Demonstrated Participation	Yes Demonstrated Participation	Yes Demonstrated Participation