



Commissioned Officers' Effectiveness Report (COER)

Overview

The Commissioned Officers' Effectiveness Report (COER) is the performance evaluation for Corps officers that is used as a major source of information concerning each officer's service performance and work record. It provides a continuing documented record of an officer's assignments, duties, and proficiencies. It is used extensively in the evaluation of officers for various personnel actions. The annual COER rating period is 1 year, which extends from 1 October to 30 September of every year. All officers on extended active duty prior to 1 July are required to complete the Annual COER.

2010 COER Resource Materials

[2010 COER Update – October 19, 2010](http://dcp.psc.gov/COER_Update.aspx)
(http://dcp.psc.gov/COER_Update.aspx)

[Important Message - 2010 COER is Now Available](http://dcp.psc.gov/COER_available.aspx)
(http://dcp.psc.gov/COER_available.aspx)

[Memorandum from the Assistant Secretary for Health, implementing the 2010 COER](http://dcp.psc.gov/PDF_Docs/ASH_memo_2010AnnualCOER.pdf) (http://dcp.psc.gov/PDF_Docs/ASH_memo_2010AnnualCOER.pdf)

[2010 COER Personnel Operations Memorandum 11-002](http://dcp.psc.gov/eccis/documents/POM11_002.pdf)
(http://dcp.psc.gov/eccis/documents/POM11_002.pdf)

[Overview of the COER](http://dcp.psc.gov/PDF_Docs/COERTips2010.pdf) (http://dcp.psc.gov/PDF_Docs/COERTips2010.pdf)

[2010 Commissioned Officers' Effectiveness Report \(downloadable PDF form\)](http://dcp.psc.gov/PDF_docs/PHS-838%20Revised%202010%20COER.pdf)
(http://dcp.psc.gov/PDF_docs/PHS-838%20Revised%202010%20COER.pdf)

2010 Online COER Video Tutorials

- a. [Officer](http://dcp.psc.gov/COER_Tutorial_Officers.aspx) (http://dcp.psc.gov/COER_Tutorial_Officers.aspx)
- b. [Rater](http://dcp.psc.gov/COER_Tutorial_Raters.aspx) (http://dcp.psc.gov/COER_Tutorial_Raters.aspx)
- c. [Reviewing Official](http://dcp.psc.gov/COER_Tutorial_Reviewers.aspx)
(http://dcp.psc.gov/COER_Tutorial_Reviewers.aspx)

[COER step-by-step tutorial with screen images](http://dcp.psc.gov/COER_Reference_links.aspx)
(http://dcp.psc.gov/COER_Reference_links.aspx)

The COER Educational Advisory Panel will continually provide updated information and guidance for a smoother transition to the 2010 COER system. COER resource materials currently available on the CCMIS Web site are:

1. [The 2010 COER, A Brief Summary of Changes](http://dcp.psc.gov/PDF_docs/2010%20COER%20Brief%20Summary%20of%20Changes.pdf),
(http://dcp.psc.gov/PDF_docs/2010%20COER%20Brief%20Summary%20of%20Changes.pdf) includes slides with script.
2. Business Process for the Revised COER.
 - a. [Flow Diagram](http://dcp.psc.gov/PDF_docs/COER%20Business%20Process.pdf)
(http://dcp.psc.gov/PDF_docs/COER%20Business%20Process.pdf)
 - b. [Text Version](http://dcp.psc.gov/PDF_docs/Business%20Process%20text%20version%20for%20508%20compliant.pdf)
(http://dcp.psc.gov/PDF_docs/Business%20Process%20text%20version%20for%20508%20compliant.pdf) for 508 Compliance
3. Comparative Analysis of Ratings Using the Old and New Commissioned Officers' Effectiveness Report.
 - a. [Abstract](http://dcp.psc.gov/PDF_docs/Abstract%20Comparative%20Analysis%20of%20the%20COER.PDF)
(http://dcp.psc.gov/PDF_docs/Abstract%20Comparative%20Analysis%20of%20the%20COER.PDF)
 - b. [Slide presentation](http://dcp.psc.gov/PDF_docs/COER%20Comparison%20Analysis%20Presentation%202010MAY7.pdf)
(http://dcp.psc.gov/PDF_docs/COER%20Comparison%20Analysis%20Presentation%202010MAY7.pdf)
 - c. [Script for the slide presentation](http://dcp.psc.gov/PDF_docs/COER%20Comparison%20Analysis%20Presentation%20Script%202010MAY07.pdf)
(http://dcp.psc.gov/PDF_docs/COER%20Comparison%20Analysis%20Presentation%20Script%202010MAY07.pdf)
4. 2010 Online COER Video Tutorials
 - a. [Officer](http://dcp.psc.gov/COER_Tutorial_Officers.aspx) (http://dcp.psc.gov/COER_Tutorial_Officers.aspx)
 - b. [Rater](http://dcp.psc.gov/COER_Tutorial_Raters.aspx) (http://dcp.psc.gov/COER_Tutorial_Raters.aspx)
 - c. [Reviewing Official](http://dcp.psc.gov/COER_Tutorial_Reviewers.aspx)
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