



Dental Hygienist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
DENTAL HYGIENIST I	4489	B21	\$54,278 - \$87,046
DENTAL HYGIENIST II	4490	B23	\$61,184 - \$99,658
DENTAL HYGIENIST III	4491	B25	\$69,572 - \$114,099

GENERAL DESCRIPTION

Performs dental hygiene work by providing preventative dental care and conducting educational programs for the prevention and control of dental disease.

EXAMPLES OF WORK PERFORMED

Cleans, scales, and polishes teeth.

Applies preventive dental care treatment drugs to surface tissues and exposed surfaces of teeth and applies and administers local anesthetic agents as needed.

Charts conditions of decay and disease for diagnosis and treatment by dentist.

Exposes, develops, and mounts x-ray film.

Provides instruction on proper dental care techniques.

Maintains records of services rendered and prepares reports of activities.

Makes impression for study cast.

Apply pit and fissure sealant to teeth.

Performs related work as assigned.

DESCRIPTION OF LEVELS

Examples of work and descriptions are meant to progress through the levels. For example, an employee at level III may also perform work listed within the previous levels.

Note: *Factors that may distinguish between journey and senior levels include the degree of independence in performing the work, the complexity of the work, the scope of responsibility, and the employee's related experience. Other factors may include the complexity and responsibility of assigned caseloads, specialization of practice, and type of practice setting. Employees at the journey levels generally manage more routine or standard caseloads using*

foundational dental hygiene knowledge, while escalating complex, unusual, or rare cases to senior-level employees. Employees at the journey level may independently perform the full range of work identified within current or previous levels or may assist others performing work of greater complexity. Senior-level employees may perform the full range of work identified in the levels preceding their own, and/or may coordinate, oversee, and/or direct that work for others.

DENTAL HYGIENIST I: Performs complex (journey-level) dental hygiene work. Works under general supervision, with moderate latitude for the use of initiative and independent judgment.

DENTAL HYGIENIST II: Performs highly complex (senior-level) dental hygiene work. May supervise the work of others. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Perform periodontal examinations to locate recessed gums and signs of disease for referral to dentist.
- Develop educational materials for dental health programs and recommend project content in developing school dental health programs.
- Monitor compliance with policies and procedures and quality of service.

DENTAL HYGIENIST III (Added 9-1-2025): Performs advanced (senior-level) dental hygiene work. Works under minimal supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop operational policies and procedures for dental hygiene programs and ensure compliance with federal and state laws.
- Develop and implement quality assurance and effectiveness programs.
- Serve as a clinical preceptor.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in dental hygienist work. Graduation from a recognized and accredited school or college of dentistry or dental hygiene approved by the State Board of Dental Examiners is generally preferred.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of dental disease prevention techniques, dental prophylaxis techniques and procedures, and public health dental programs.
- Skill in the use of dental tools and equipment.
- Ability to clean and care for human teeth; to instruct patients in the proper care of teeth and gums; to expose, develop, and mount x-rays; and to communicate effectively.

Additional for Dental Hygienist II -III levels

- Ability to supervise the work of others.

Additional for Dental Hygienist III level

- Ability to develop and direct policies and guidelines.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a dental hygienist by the State of Texas.