Dentist

CLASS TITLE	CLASS CODE	SALARY GROUP	SALARY RANGE
DENTIST I	4455	B29	$101,860 - $172,272
DENTIST II	4457	B31	$123,252 - $208,449
DENTIST III	4459	B33	$149,134 - $252,224

GENERAL DESCRIPTION

Performs dentistry work by providing dental care and treatment for patients as well as advising and instructing patients regarding preventive care.

EXAMPLES OF WORK PERFORMED

Conducts dental exams, including interpretation of x-rays and other diagnostic imaging, to assess patient's oral health and diagnose any dental conditions to develop treatment plan.

Provides dental services to patients, including the application of fillings, extractions, restorations, cleanings, surgery, sealants, dental prostheses; and the treatment of oral lesions.

Implements existing desensitization practices and plans of care for patients.

Educates patients, caregivers, or healthcare staff regarding preventive dental care, the causes and treatment of dental problems, and oral health care services.

Provides professional oversight of and guidance to dental staff to ensure proper application of dental techniques and methods, and compliance with and adherence to regulatory standards and other established procedures.

Implements dental health education programs.

Maintains patient records of dental services.

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 level generally manage more routine or standard caseloads using foundational dentistry 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.

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

DENTIST II: Performs advanced (senior-level) dentistry work. Works under limited supervision, with considerable latitude for the use of initiative and independent judgment. Employees at this level may:

- Develop desensitization practices and evaluate current medication interactions with dental sedation methods.
- Review rules and standards and recommend changes in departmental policies and procedures.
- Provide consultation and technical assistance to dental personnel relating to complex dental diagnoses.
- Coordinate the maintenance of dental patient records.

DENTIST III: Performs highly advanced (senior-level) dentistry work. Works under minimal supervision, with extensive latitude for the use of initiative and independent judgment. Employees at this level may:

- Evaluate dental services provided and determine changes to plan of care to improve patient's oral function, hygiene, and appearance when appropriate.
- Develop systems and policies aligned with best practices in dental services and evidence-based practices that enhance patient outcomes.
- Plan, administer, and monitor the departmental objectives and budget.
- Oversee contracts with other health care providers such as oral surgeons and dental anesthetists.

GENERAL QUALIFICATION GUIDELINES

EXPERIENCE AND EDUCATION

Experience in dentistry work. Graduation from an accredited college of dentistry with a doctor of dentistry degree that meets the educational requirements for licensure.

KNOWLEDGE, SKILLS, AND ABILITIES

For all levels

- Knowledge of the principles and practices of preventive and corrective dentistry, oral hygiene, and clinical dentistry requirements.

- Skill in the use of dental tools and equipment and in the operation of a computer and applicable software.

- Ability to provide patient dental care, to diagnose patient dental care needs, to prepare and maintain records, to follow standards and rules, and to communicate effectively.

Additional for Dentist II – III levels

- Ability to supervise the work of others, to develop and implement policies and procedures, and to prepare budgets.

REGISTRATION, CERTIFICATION, OR LICENSURE

Must be licensed as a dentist by the State of Texas in accordance with Texas Occupations Code, Chapter 256 and Title 22, Texas Administrative Code, Chapter 101.