



Happy Holidays



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The mission of the
Fresno Madera Dental Society
is to serve the professional needs of
its members and assist them in
enhancing the oral health
of the community.

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In memoriam Dr Frank Woo

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Vishalakshi Sriram DDS

2012 graduate of NYU



Frank J. Woo D.D.S. passed away unexpectedly on Tuesday, October 4, 2016, with his wife, Rina Wang, at his side. Frank was 54 years old, and was born in Pittsburg, CA, and raised in Antioch, CA. Frank had been a resident of Fresno and a member of the Fresno Madera Dental Society for 22 years.

2016 CDA House of Delegates

The annual session of the 2016 CDA House of Delegates (house) took place Nov. 11-13 at the Newport Beach Marriott Hotel and Spa. The event was attended by 209 delegates representing component dental societies, component executive directors, CDA officers, trustees, council and committee chairs, past presidents, dental school deans and representatives from other dental associations. Clelan Ehrler, DDS, was installed as CDA's president and will begin his term on Jan. 1, 2017.

Speaker of the House Craig Yarborough, DDS, led the delegates in an effective and efficient meeting, in which the delegates deliberated and voted on 13 resolutions. The house approved modifications to the CDA Bylaws, elected officers and oversaw the installation of CDA's leadership (including officers, trustees and chairs) for 2017. The minutes of the Nov. 11-13 house will be posted online at cda.org/house when they are available.

The FMDS was well represented by delegates Abran De La O, DDS, David Forester, DDS, Ardavan Kheradpir, DDS & Randall Prewitt, DDS.

Robin Reisz, DDS was installed as a CDA Trustee, replacing Dr Gerald Danielson who served as our Trustee for 6 years.



Delegates David Forester, Ardavan Kheradpir and Abran De La O



Merriam Osmondson FMDS ED with delegates Abran De La O and Randall Prewitt



Incoming CDA Trustee-Robin Reisz, outgoing FMDS President-Abran De La O and outgoing CDA President-Ken Wallis

Minimum Wage Increase

Many California employees will begin earning a new minimum wage on Jan. 1, 2017, per legislation signed by Gov. Jerry Brown in April.

Under the new state law, dental practice owners with 26 or more employees must begin paying a minimum wage of \$10.50 (an increase of 50 cents over the current state minimum wage) on Jan. 1. Practice owners with 25 or fewer employees have an additional year to comply with the law; they are required to begin paying the new wage on Jan. 1, 2018. The minimum wage will then increase annually each January — to \$11 an hour in 2018 and then by \$1 each successive year until the minimum wage reaches \$15, in 2022 (for employers with 26 or more employees).

Again, employers with 25 or fewer employees will have an extra year to comply with each annual wage increase. Once the minimum wage reaches \$15, it is set to increase annually with inflation.

Scheduled minimum wage increases beginning January 2017 or 2018

Wage	26 or more employees	25 or fewer employees
\$10.50/hour	Jan. 1, 2017	Jan. 1, 2018
\$11/hour	Jan. 1, 2018	Jan. 1, 2019
\$12/hour	Jan. 1, 2019	Jan. 1, 2020
\$13/hour	Jan. 1, 2020	Jan. 1, 2021
\$14/hour	Jan. 1, 2021	Jan. 1, 2022
\$15/hour	Jan. 1, 2022	Jan. 1, 2023

The law does allow the governor to suspend a scheduled wage increase in the event of an economic slow-down (negative job growth combined with negative retail sales for a specified time period) or if a budget deficit is forecasted for the current budget year up to two additional years. According to a state government fact sheet on the minimum wage increase, a deficit occurs “if the operating reserve is projected to be negative by more than 1 percent of annual revenues.” The governor may only suspend the increase due to a budget deficit twice.

Required notices

Employers are required to post a new official notice that communicates the new minimum wage. Dentists must post the notice in a visible location frequented by employees. [The downloadable poster will be available](#) on the website of the state Department of Industrial Relations.



Veterans' Smile Day

By Merriam Osmondson-Executive Director FMDS



Our first Veterans' Smile Day brought smiles to the faces of both volunteers and the veterans we served. Volunteers for the day signed in bright and early and were welcomed with a tasty array of bagels, mini muffins, fruit, juice and coffee provided by Dr Robert & Jonica Starr. The front doors were opened at 7:00 AM and the veterans were greeted by local Boy Scouts who thanked them for their service. Many veterans arrived as early as 5:00 AM! The veterans were quickly processed and were then directed to triage to determine their dental needs. Our volunteer dentists, hygienists & assistants provided cleaning, fillings and extractions for over 60 local veterans. Impressions were taken for stayplates as needed and were delivered by Dr Starr at a later date. Dr Gerald Danielson provided root canals for several of the veterans in his office. Drs Alexander, Barnhart (a veteran herself), Chien, and Kheradpir provided pizza, veggie trays and drinks for the hungry volunteers at noon.

We couldn't have had a nicer set-up for treating the veterans and many thanks go out to Dr Robert Starr, Dr Jared Mosley, Dr Aaron Noordmans (Navy veteran) & Dr Reed VanWagenen for generously offering their offices for the day. All treatment could be performed on two floors under one roof.

It was truly humbling and rewarding beyond words for us to have been able to serve these brave men and women who have sacrificed so much for us. Weeks after the event I am still receiving calls from veterans who missed the event, asking when the next one is. We hope to make Veterans' Smile Day an annual event each November but we need your help. Please call Merriam at the FMDS business office if you would like to be a part of this event in 2017.

We could never have provided services to our veterans without the support of our friends at 3M, Brenda Bischoff from Colgate, Ben Bartucci of DentureWorks, Dockstader Dental Lab, Dwayne Dahlberg of Double Play Pizza, Elite Medical & Dental Supply, Thomas Schwartz of Exclusive Dental, students from Golden Valley Unified School District, Brian Cross from Ortho-Craft and of course our volunteers dentists, hygienists, assistants and community volunteers.





Thank you Veterans' Smile Day Sponsors!



Brenda Bischoff



Dwayne Dahlberg



DentureWorks
Ben Bartucci
559 446-1670

Exclusive Dental
Equipment sales, service & repair
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RM Matters
December 2016

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1201 K Street, 17th Floor, Sacramento, CA 95814
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Prepping Your Practice for the Holidays

By TDIC Risk Management Staff

You've made your list and checked it twice. Shopping is done, gifts are wrapped, cards are sent and lights are strung. But what preparations have you made to ensure your practice is safe while you're away?

Unfortunately, the most wonderful time of the year can mean additional risk for dental practices that close for extended periods, and dentists can open themselves up to potential problems if they don't plan ahead.

According to The Dentists Insurance Company, property claims are common over the holiday season. In fact, last year, between Christmas and New Year's alone, TDIC's emergency line handled 25 calls pertaining to property. One of the most common claim types is a result of a buildup of water pressure due to a lack of use during holiday closures. Should there be a point of weakness in a flexible water line, the pressure can be enough to cause the line to burst, flooding the office.

TDIC advises practice owners to shut off the water to their suite prior to closing for an extended period and to ensure the valves are in proper working order.

In one case, a dentist shut off the water to his suite via an electronic solenoid valve, only to find his office flooded upon his return. It was later revealed that the solenoid valve malfunctioned and the water pressure increased past the recommended 80 psi to as high as 120 psi, causing a water filter canister to burst.

Independent adjuster Louis Price of Louis Price & Associates in Upland, Calif., recommends every dental office has a water delivery shut-off valve, and all staff should be trained on how to use it. In addition, the valve should be routinely checked to ensure it is in good working order.

"Periodically, and before closing the office for an extended period, the water shut-off system should be tested to make sure it is functioning," Price said. "Shut off the water valve and turn on the water at a sink and let it run. If the shut-off valve is functioning, once the water in the line has run out, the water will stop flowing. If the water continues to flow out, the valve has failed."

Another common risk that dental practices face during the holiday season is theft. Holiday closures mean an increased opportunity for burglars to target unoccupied businesses. TDIC reports several cases of dental practices being burglarized during holiday closures, so it is important to take a few preventative measures to ensure you're not the next victim.

TDIC recommends that practices install solid, high-quality window and door locks, security systems, surveillance cameras and motion sensor lights. Audible alarms on doors and windows are effective deterrents, as are brightly lit entrances and parking areas.

That said, most thefts occur via "unforced entry," where the thief gains access to the practice through an unlocked door or window. Double check all doors and windows prior to closing your practice for the holidays and keep track of all office keys. Store valuables, including laptops, cameras and drugs, in locked cabinets for added security.

Dentists also open themselves up to professional liability claims should they head home for the holidays without a plan in place to provide emergency care for patients. Making "reasonably careful" plans isn't just a recommendation—it is a standard of care.

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TDIC recommends the following preventive measures:

- Make arrangements with a colleague to provide emergency care in your absence or hire a dentist to work in your practice while you are gone.
- Notify patients one month in advance and provide emergency contact information.
- Enlist a staff member or other representative to pick up mail daily to check for urgent correspondence.
- Leave emergency contact information on your voicemail or use an answering service.

“Even though you are on vacation, you are still obligated to be ‘reasonably careful’ that your patients are taken care of,” says Sheila Davis, assistant vice president, claims and risk management at TDIC. “Dentists should always have a policy in place regarding emergency care. Without a policy, dentists could be held liable should a patient suffer injury.” By taking a few simple precautions, it is possible to avoid potential risk during the holiday season. Prepping your practice ahead of time can give you the peace of mind you need, allowing you to ring in the new year risk free.

TDIC’s Risk Management Advice Line can be reached at 800.733.0634.



D4346 – New Scaling Procedure Code Effective Jan.1, 2017

It's here – Dentists may use "D4346 Scaling in the generalized presence of moderate or severe gingival inflammation — full mouth, after oral evaluation" as of Jan. 1. This code reflects the procedure for patients with gingival disease and no attachment loss. Dentists who have delivered the procedure have not been able to document and report it with an appropriate CDT code until now.

This CDT 2017 addition has been the subject of two ADA News articles, a guidelines document posted on ADA.org, and a webinar that has been accessed by thousands of dentists and practice staff.

To learn more about this procedure and its new code, either for the first time or to refresh your memory, visit the CDT Code education page on ADA.org. Search for "Guidance on the D4346 Scaling Procedure" to watch the webinar and download the free publication "Guide to Reporting D4346. The guide, first published in May, has been updated and incorporates content and feedback from the webinar.

Questions? Contact Us –

Telephone: ADA Members, please use the toll-free number on the back of your membership card; Direct dial, 312.440.2500

Email: dentalcode@ada.org

FYI Memo to FMDS Members Re:
ID Theft Predators in Fresno Dental Offices
(One could be your employee!)
Confidential

If you take the time to go to the Fresno County Federal Building-and go through security check-to the fourth floor Records Department window, you may discover that your employee/receptionist/insurance person, or other office personnel, has a criminal history. Those records may include arrests or convictions for any number of things. Arrests or convictions may be due to identity theft, dishonesty, and unauthorized use of bank account numbers or forgery. These illegal activities are made possible by the accumulation of personal information, i.e.: driver's license numbers, social security numbers and birth dates.

The Criminal records may also include prescription blank theft, theft of office drugs, and impersonation of a person of authority in the office, such as office manager. The criminal history may also show physical offenses such as assault and battery- even from an unassuming "mild mannered " employee.

The fourth floor printout may also show DMV offenses and any violations such as DUI's and speeding. You will need to take cash money with you because the charge for copies of the criminal record is \$0.50 per page.

Ask yourself when reflecting on your employee interview:

1. Did you ask the prospective employee: "Have you ever been arrested or incarcerated?"
2. Also, do you have their response in writing, and has the candidate/ employee signed it.

What can you do to reduce theft in your office?

1. Keep an eye out for suspicious activity, i.e. an employee who carries a "little book". It may have patients or your personal financial information in it.
2. Be quick to act if any patient or responsible party complains that their credit card information was stolen-or they can no longer use a certain credit card anymore due to fraudulent use.
3. Do not leave prescription blanks, or even copies lying around, because your signature can be forged on stolen or faked prescription blanks.
4. Do not give out your social security number to staff on dental claim forms; rather use your employer tax ID number.
5. Follow up personally with patients if you suspect ID theft if office staff originally acquired the financial information, (social security numbers or credit card numbers).
6. Have HIPPA policies in place.
7. Keep your bank account information a secret. NOTE: You can still be a victim of bank account fraud from a check you gave to anyone, as both your bank account number and routing number are on every check.
8. Check your bank and credit card statements for fraudulent charges or debits as soon as they arrive. Check for the small charges (\$1 and \$2 debits), as this is how fraud starts. Look for gift card debits (i.e. Target, Wal-Mart, Macy's, Home Depot, Wireless phone bill payments, or utility payments that are electronically debited).

Beware that your bank will not back you up on losses if they are older than 90 days. Your insurance will not cover for employee theft or loss if **the employee has already been terminated**. Prior employees will not fit the coverage definition, (at least for TDIC). Beware of wrongful termination issues. Contact your insurance carrier, or an attorney who is an expert in employment issues for advice. Get evidence (i.e. eyewitness accounts, patient verbal statements, evidence of forgeries of accounts, missing prescription forms or calls from pharmacists about suspicious prescriptions. Video surveillance and/or phone record documentation will aid law enforcement personnel. Ask for help from the police department if you suspect fraud.

Be cautious of sweet talking employees, who ingratiate themselves to you with gifts or special attention thereby building your trust to gain access to sensitive information. Be suspicious of staff requesting to stay after hours to "finish up". Beware if an employee knows where you frequently shop, such as Home Depot or Kohls. Fraudulent charges will likely hit the places you shop to avoid detection.

Continued from previous page

It can happen to any of us.

NOTE: The Fresno County Sherriff or Police Department does not share criminal history records, (felony or misdemeanors), with credit agencies. The 4th floor Federal Building Records Department is the "Go To" place for all new hires. Therefore, your due diligence employer's reports may not show a conviction or incarceration. Don't trust them as your only background check on the employee. This is vital if they are the person that uses patient's financial information in your office.

A red flag should go up if the candidate for employment says "please do not contact my previous employer." Do obtain the prospective employee's social security number, date of birth, and a copy of their California State Drivers license as part of their employment application. Look for gaps in employment history: it may be due to a period of incarceration or another hidden reason for termination at their previous place of employment.

Be sympathetic, but diligent, of possible suspicious employee medical issues, such as "my son/daughter has a brain tumor"; "I need to have time off". Another red flag is if the employee asks for an advance or loan from you for his/her personal use. They may leave employment before repaying the loan, or use regular repayment to establish trust. Be suspicious of staff asking for pain prescriptions from you for an acute illness (i.e. kidney stones, TMJ or a toothache).

Fresno County is a high ID theft and crime area. There are criminal networks that extend in and out of the prison system. All of the examples listed above really do happen, right here in Fresno.

You and your patient's account information, if compromised, could be impacted unpredictability at various time. A criminal knows that credit card companies are vigilant and probably will inform you of suspicious charges and debits. Usually your bank will not cover your loss unless your account has protection by Positive Pay or another "gate keeper" or watch service. You may want to switch to online banking and monitor all of your debits. If you don't yet have an ID alert service such as Life lock or AAA ID Theft service to protect you, consider getting such a service.

Have all of your account information and copies of credit card and phone numbers in one place for easy access. Consider paying your employees by direct deposit to avoid hard copies of checks. Get ID theft protected checks with watermarks and other anti-fraud features and ask your bank if they monitor electronic debits. Ask if your bank can cap debits to your account with a certain dollar limit. Look out for "odd" checks, forged and not consistent with your check style.

Good Luck, Hope this info will help protect your patients, and your practice.

The prowling lions are out there, and are very real.

-A Long Term FMDS/CDA Member



'Meaningful use' funds must be claimed by December 31

Under the provisions of the American Recovery and Reinvestment Act, participating Denti-Cal providers may receive up to \$63,750 in incentive payments for implementing an electronic health record system and eventually achieving “meaningful use.” These incentives, which are paid by the state of California, are limited to dentists whose practice is at least 30 percent Denti-Cal by patient volume.

According to David T. Ford, executive director of the California Health Information Partnership and Services Organization, “The EHR Incentive Program has been operating since 2010 but, to date, many eligible dentists still have not claimed their incentives.” The program will close to new registrants on Dec. 31 of this year, and any dentist who has not started in the incentive program will lose the opportunity to claim those dollars.

In the first year dentists enroll in the incentive program, they can receive one-third of their total funding (\$21,250) through a process known as “adoption, implementation, or upgrade.” AIU does not require that the dentist already have an electronic health record system in place; dentists only need to demonstrate that they have contracted to implement a certified EHR system.

The rest of the incentive dollars will be paid out over the next five years, at a rate of \$8,500 per year, if the provider elects to progress through the program. To continue receiving these payments, dentists must demonstrate meaningful use of that system. Meaningful use is a series of quality metrics determined by the federal Centers for Medicare and Medicaid Services and laid out in federal regulation.

For dentists who may qualify and want to take advantage of the incentive, here are next steps:

If you think that your dental practice may qualify, check to see if your National Provider Identifier number appears on the [state of California's prequalification list](#). Medi-Cal annually surveys its own data to publish this list of providers that it believes meet the 30 percent threshold. If your NPI appears on this list, you are ready to proceed with the program.

1. If you believe you meet the 30 percent threshold, but your NPI number does not appear on the state of California's prequalification list, review your billing history to see if any continuous 90-day period in calendar year 2015 or 2016 shows that at least 30 percent of dental claims were billable to Denti-Cal.

If you already have an EHR, you should verify that your system has been certified by the Office of the National Coordinator for Health Information Technology. Only certified systems may be used to claim any incentive dollars. The complete certified product list is available at chpl.healthit.gov/#/search.

Finally, once you are sure you are qualified and have a certified EHR, visit the [State Level Registry](#) to register for the EHR Incentive Program.

Any dentist who qualifies for the EHR Incentive Program also qualifies for free technical assistance through the California Technical Assistance Program. Through this program, dentists can get hands-on help working through the whole incentive process — from choosing the right EHR for the dental practice to registering for the incentive program to demonstrating meaningful use.

For information about four Department of Health Care Services-approved CTAP organizations that can help dentists implement EHRs and achieve meaningful use at no cost, [visit the DHCS' California Technical Assistance Program webpage](#).



Upcoming CDA Cares Clinics

Stockton
San Joaquin County Fairgrounds
October 15-16, 2016

San Mateo
San Mateo Event Center
April 22-23, 2017

Bakersfield
Kern County Fairgrounds
October 6-7, 2017

Volunteer Opportunities

Holy Cross Dental
559 442-4108

Team Smile Fresno
Teamsmile.org/volunteers

Tzu Chi Medical Foundation
559 481-1498

Veterans' Smile Day
559 438-7284

Volunteer

Volunteer

Become A
Volunteer





Holiday pay: Laws and Best Practices

As requests for time off increase during the holiday season, understanding the laws that govern holiday pay and observing a few best practices will go a long way toward maintaining an efficient and harmonious office.

Here are key state laws and best practices to observe in the dental office.

The law: California law does not require that an employer provide its employees with paid holidays. Federal and state employees have designated legal holidays; however, private employers determine which holidays to observe and whether they will be paid or unpaid.

Best practice: Provide employees at the start of their employment with a list of days the practice will be closed for holidays, whether the employees will be paid during those closures and if requests for time off should be submitted in advance. This list should be reviewed, updated and reissued on an annual basis, as some holidays will fall on days that the office is already closed, in which case employers should determine if the holiday will be observed on an alternative day.

The law: California law does not require employers to pay their employees holiday pay if the employees do not work on those holidays.

Best practice: For employers who choose to compensate employees for holidays that fall on a day the practice is typically closed, language that addresses this employment policy should be added to the employee manual. For example, an employer may choose to offer a paid Friday or Monday for a designated holiday that falls on a Saturday or Sunday, respectively.

The law: California law does not require employers to pay employees a special premium for work performed on a holiday, Saturday or Sunday, other than overtime pay if the employee works more than eight hours in a workday or 40 hours in a workweek. However, if some employees receive a paid holiday, the employer must in some manner make up the lost benefit to any employee who did not receive a paid holiday.

Best practice: The employee manual should contain a policy on holidays and should include protocol for when an employee must work on a day that was previously designated a holiday.

The law: California law designates paid sick leave for an employee or an employee's family member for preventive care or diagnosis, care or treatment of an existing health condition or for specified purposes if the employee is a victim of domestic violence, sexual assault or stalking.

Best practice: Employers should establish a policy that limits the use of paid sick leave to those reasons stated above. Employees should not be encouraged to use unused paid sick leave for vacation or personal time, unless it is part of a paid time off policy that combines sick leave, vacation leave and personal time. When an employer allows employees to use paid sick leave for personal or vacation time, he or she establishes a precedent for future requests and will owe any accrued but unused leave at

While employers are not required to pay out accrued but unused leave, they are required to pay for unused and accrued paid time off at termination, because it is combined sick leave, vacation pay and personal time off. termination.

While employers are not required to pay out accrued but unused leave, they are required to pay for unused and accrued paid time off at termination, because it is combined sick leave, vacation pay and personal time off.

ADA News

Temporary Federal Funding Aims To Increase Denti-Cal's "Low Rates."

In continuing coverage of California's Medi-Cal dental program, [KXJZ-FM](#) Sacramento, CA (8/23, Bradford) stated that although "13 million patients are eligible for Denti-Cal," the program's "notoriously low rates are the main reason dentists cite for not accepting Denti-Cal." To help address the low rates, the federal government has "agreed to give Denti-Cal a temporary infusion--\$750 million over the next five years," which dentists and health advocates "generally agree" will help, but "many worry that its temporary nature and attached strings will limit its usefulness."



Four ADA Members Elected To Congress.

The [ADA News](#) (11/9) reports that voters elected four ADA members to the 115th Congress on Nov. 8, "all with wide margins of victory." The article notes that "Dr. Drew Ferguson, newly elected to represent Georgia's 3rd congressional district, will join incumbent Reps. Mike Simpson, Idaho 2nd, Paul Gosar, Arizona 4th, and Brian Babin, Texas 36th, in the Republican majority in the House of Representatives when Congress convenes in January." The American Dental Political Action Committee, which supported the four candidates' campaigns, "spent more than \$1.9 million in supporting more than 350 candidates running for federal office" during the 2016 election cycle.

Most Dental Patients Do Not Require Antibiotic Prophylaxis Prior To Procedures.

The Washington Post (10/9, Lindley) discussed antibiotic prophylaxis, stating that revised guidelines recommend fewer people receive antibiotics before a dental procedure. The article notes that a 2014 American Dental Association panel "reviewed studies comparing the dental histories of people who had contracted infections of artificial joints with those of similar people with replaced joints who remained infection-free," finding "no statistical connection between dental visits and subsequent joint infections, regardless of whether patients had taken antibiotics." In 2015, the ADA published new clinical practice guidelines concerning prophylactic antibiotics for patients with prosthetic joints.

The ADA News reported previously that a continuing education course at ADA 2016 – America's Dental Meeting will focus on prophylactic antibiotic use. According to the article, "The session, Prophylactic Antibiotic Use and a 'Different' Kind of Joint (5352), will be led by Dr. Tom Sollecito, the lead author of a 2015 report from the ADA Council on Scientific Affairs that offers guidelines about the use of prophylactic antibiotics prior to dental procedures in patients with prosthetic joints."

The guidelines, "The Use of Prophylactic Antibiotics Prior to Dental Procedures in Patients with Prosthetic Joints," are available for download at [JADA.ADA.org](#). [MouthHealthy.org](#) and the Oral Health Topics on [ADA.org](#) also provide information on prophylactic antibiotic use for patients and for dental professionals.

Upcoming Events

Happy
Holidays!

The Winter 2017 CCDC will be here before you know it!
Friday January 27, 2017 8:30 AM-4:00 PM
Clovis Veteran's Memorial Building
Fulfill four important requirements in one day.
OSHA , Infection Control, Hazard Communication and the CA Dental Practice Act.
Register before December 23 to save 10%
Watch for the flyer or call Merriam at the FMDS business office
559 438-7284

February General Meeting/Staff Appreciation Night/Installations

Tuesday February 21, 2017 5:30 pm until 8:00 pm
Treatment Plan Acceptance and Co-Diagnosis
Greg Hughes DDS
Tornino's
2 CEUs



Sell Your Practice for Maximum Value, Protect Your Assets & Lower Your Taxes

With Bassim Michael CPA & Ali Oromchian, Esq

Friday February 24, 2017 9:00 AM –3:00 PM

Fresno Pacific University North Fresno Center 5 River Park Place West Third floor Fresno, CA 93720

If you're planning to transition your practice in the next five years, you won't want to miss this seminar with Bassim Michael, CPA and Ali Oromchian, Esq. You will learn how to set up an exit plan, practice growth strategies to maximize your practice value, asset protection, tax lowering strategies & estate planning strategies. As an added bonus you will also learn how to avoid the legal minefields in your dental practice and updates in employment law.

Michael Bassim, CPA is a frequent presenter on topics such as tax planning, practice management and practice transitions for dentists. Bassim has been quoted by many respected publications including the Wall Street Journal, Dow Jones Wire, Fiscal Times, Dr Bicuspid and many others. Bassim is a member of the American Institute of Certified Public Accountants, CA Society of CPAs, Fresno Estate Planning Council, Dental Accounting Association, NACVA (National Association of Certified Valuation Analysts), and ACFE (Association of Certified Fraud Examiners).

Ali Oromchian, Esq is one of the nation's leading legal authorities on topics relevant to dentists. Since its creation, the Dental and Medical Counsel PC law firm has been regarded as one of the pre-eminent health care law firms devoted exclusively to health care professionals. His clients seek his advice on dental and medical practice transitions, creation of corporations and partnerships, associate contracts, estate planning, employment law matters, office leasing and state board defense. Additionally, as a respected dental lawyer he is a frequent speaker on topics such as employment law, practice transitions, negotiation strategies, contract and estate planning throughout North America. Ali Oromchian has spoken for the American Dental Association, California Dental Association, Hawaii Dental Association, American Association of Orthodontics, California Society of Pediatric Dentistry and countless other state and local dental organizations.

Early Bird pricing \$79

After February 1, 2017 the price will be \$99

Register for this course at Eventbrite.com



Give Kids a Smile

Saturday March 4, 2017



ADA American Dental Association®

If your office would like to participate,
please call Merriam at the FMDS business
office **before** February 1, 2017

559 438-7284



CURES Quick Tips

- The best number to reach the CURES Help Desk is 916-227-3843.
- If a provider is enrolled in CURES 1.0, their registration carries over to CURES 2.0. Re-registration in CURES 2.0 is unnecessary if a person was approved in the CURES 1.0 system.
- DOJ has not provided an exact date for how long CURES 1.0 will be available. They recommend users and prospective users update their web browsers to compliant web browsers as soon as possible. This includes Microsoft Internet Explorer Version 11.0 or greater, Mozilla FireFox, Google Chrome or Safari.

As far as enforcement -- the Dental Board of California is responsible for licensee discipline related to non-compliance with CURES.

Associate Wanted**Associate Dentist Needed in Merced**

If you are looking to work with a great team of professionals in an environment where you can use all of your skills, this is the office for you. Our practice emphasizes high quality dentistry and patient education. Our patients come first. We are a fee for service practice.. Contact Adrienne 290 385-1479 or email adrienne@elportal dentalgroup.com

New Grads Welcome!

Looking for a licensed California general dentist. New grads are welcomed to apply. Good communication skills and dependable for the excellence of patient care. Great opportunity for new grads to build careers working next to an experienced dentist. Compensation is negotiable Contact Rosa 559 497-8300 or email office@1211delmardental.com

Part-Time General Dentist Needed

Associate dentist needed for an established pediatric dental office. Seeking a compassionate individual to join our family. Compensation based on experience. Please email your resume to smiledental4hsmdf@gmail.com

General Dentist Position in Fresno

We have one **General Dentist Position in Fresno, CA**. Our offices welcome patients of all ages, so we are actively seeking qualified dentists who enjoy working within a fun team environment. These are offices where the entire family is welcome! We prioritize quality dental care and exceeding customer service expectations on a consistent basis.

Dentist qualifications:

Applicants should possess a DDS or DMD degree and have been licensed in the state of California for at least 1 year.

We offer a strong guaranteed salary with attractive production bonus opportunities

Full time position (We will consider part-time applicants)

Email: Contact@AestheticEdge.org
Website: AestheticEdge.org

Associate Wanted**Experienced General Dentist Needed December & January**

Looking for an experienced general dentist for the months of December & January. Please call and ask for Kin at 559 243-1115 or fax your resume to 559 243-1118

Associate General Dentist Wanted in Fresno

Amazing Associate Dentist opportunity to join a growing family practice located in Fresno. New, state-of-the-art equipment, digital x-rays and cone beam 3D technology at your fingertips. Within our dental practice, you can expect to see a steady flow of new patients every day that are ready to get their smile back. Proficiency in performing full dental services including extractions, molar endo, crown/bridge, oral surgery, cosmetic dentistry and must possess the willingness to learn and grow with our practice. Must be highly ethical, positive, have outgoing chairside demeanor and be a team player with our fabulous and supportive staff. This is an ideal opportunity for the right hard-working candidate. Compensation package includes incentives.

Email:

tracey@willowdentalgroup.com

Phone: 559 960-5956

Dental Practice for Sale**DA/RDA Wanted****RDH Wanted****Front Office Staff Wanted****Front Office Specialist**

We are seeking a front office professional to check-out our patients after treatment, collect co-pays, perform insurance eligibility benefit authorizations as necessary, schedule new patient appointments via phone and schedule recare appointments in person, as well as other projects as assigned. Skills: friendly, positive, self-motivated, great follow through, accountable, honest, good at multi-tasking, and a team player who desires to be the best and provide excellence in service. Minimum 1-3 years of dental experience preferred. If qualified, please send your resume.

Email:

careers@willowdentalgroup.com

Fax: 559.314.6753

Office Space Available**Dental Office for Lease**

1319 sq ft, 4 operatories. Room for possibly 2 dentists or a dentist and hygienist. Many new exterior improvements. 1060 E. Shields Fresno, CA (Shields & College-East of Maroa) Please do not disturb current dentist occupant-Drive by only. Please call for showing 559 999- 6165

Prime Location Available for Dental Practice

General dental practice available for lease in a prime location at Alluvial and Fresno Street in Northwest Fresno. This centrally located office space sits on a prime intersection with amazing access both from Alluvial and Fresno Street with excellent potential for new patient growth due to the visibility of this location. The office has numerous treatment rooms, a digital x-ray room (equipment not included), and a spacious lobby. This 2400 sq ft space is available for immediate leasing opportunities. Leasing terms are negotiable. Phone 559 447-1700



Placing a classified ad is free for our members!

*Just fax or email your ad to the
FMDS business office and we'll take it from there.*

559 438-7287 fax

or email to fmds@fmds.com



FREE!

Pelton Crane Coachman and a Reliance
dental chair. Free.

Both in working order. Contact Bob
@born2drill@hotmail.com

Dental Equipment for Sale
Please call Loy at 559 930-1354





2017 FMDS Schedule

Winter CCDC

Friday January 27, 2017 8:30 a.m. until 4:00 p.m.
OSHA, Infection Control & the Dental Practice Act
Clovis Memorial Veteran's Building

6 CEUs

February General Meeting/Staff Appreciation Night/Installations

Tuesday February 21, 2017 5:30 pm until 8:00 pm
Treatment Plan Acceptance and Co-Diagnosis
Greg Hughes DDS

Tornino's

2 CEUs

March General Meeting

General Meeting
Tuesday March 21, 2017
Risk Management-The Fundamental Concepts
Carla Christensen TDIC Staff

Tornino's

2 CEUs

April General Meeting

Tuesday April 18, 2017
Get a New Practice Up & Running
Dr William Van Dyk

Tornino's

2 CEUs

May General Meeting

Tuesday May 23, 2017
TBA

June, July & August
No Meetings

Fall CCDC

Friday September 15 or 22

October General Meeting

Tuesday October 17, 2017

November General Meeting

Tuesday November 14