

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

0005655

IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

BOBBI JO A. HEIM, R.N.,  
RESPONDENT.

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FINAL DECISION AND ORDER

Division of Legal Services and Compliance Case No. 17 NUR 005

The parties to this action for the purpose of Wis. Stat. § 227.53 are:

Bobbi Jo A. Heim, R.N.  
146 West Cedar Street  
Pulaski, WI 54162

Wisconsin Board of Nursing  
P.O. Box 8366  
Madison, WI 53708-8366

Division of Legal Services and Compliance  
Department of Safety and Professional Services  
P.O. Box 7190  
Madison, WI 53707-7190

The parties in this matter agree to the terms and conditions of the attached Stipulation as the final disposition of this matter, subject to the approval of the Wisconsin Board of Nursing (Board). The Board has reviewed this Stipulation and considers it acceptable.

Accordingly, the Board in this matter adopts the attached Stipulation and makes the following Findings of Fact, Conclusions of Law and Order.

FINDINGS OF FACT

1. Respondent Bobbi Jo A. Heim, R.N., (DOB: January 22, 1975) is licensed in the State of Wisconsin as a professional nurse, having license number 182107-30, first issued on November 17, 2011, and current through February 28, 2018. Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is 146 West Cedar Street, Pulaski, Wisconsin 54162. On information and belief, Respondent's current address is 789 Killarny Trail, DePere, Wisconsin 54115.

2. At all times relevant to this proceeding, Respondent was employed as a professional nurse at a medical facility (Facility) located in Green Bay, Wisconsin.

3. In December of 2016, the Facility performed a chart review based on concerns of Respondent's changed behavior, appearance, higher levels of administration of Benadryl® and Demerol®, and use of the bathroom at odd times such as during a sedation procedure.

4. Based on the review, the Facility concluded that Respondent consistently administered over 100 mg more of Demerol® than her co-workers. The review also revealed that Respondent was consistently administering more Benadryl® to her patients than her co-workers.

5. On December 23, 2016, the Facility suspended Respondent pending its investigation.

6. On December 26, 2016, Respondent resigned from the Facility.

7. During the Department's investigation, Department staff reviewed the Facility's sedation records prepared by Respondent. The following discrepancies were identified:

Patient:	Medication:	Dispense:	Administer:	Waste:	Discrepancy:
Patient W	fentanyl	100 mcg/2ml	Administration 1: 50 mcg  Administration 2: No amount entered	None	50 mcg not wasted or documented as administered
Patient O	Versed®	5 mg/5 ml x2	Administration 1: 25 mg  Administration 2: 5 mg	None	Documented administering 20 mg more than dispensed
Patient B	Demerol ®	50 mg x3	Administration 1: 50 mg  Administration 2: 125 mg	25 mg	Documented administering 25 mg more than dispensed. Documented wasting 25 mg when nothing left to waste.

8. Respondent admitted making medication errors in documentation for Patient O and Patient B.

9. In resolution of this matter, Respondent consents to the entry of the following Conclusions of Law and Order.

## CONCLUSIONS OF LAW

1. The Wisconsin Board of Nursing has jurisdiction to act in this matter pursuant to Wis. Stat. § 441.07, and is authorized to enter into the attached Stipulation pursuant to Wis. Stat. § 227.44(5).

2. By the conduct described in the Findings of Fact, Bobbi Jo A. Heim, R.N., violated Wis. Admin. Code § N 7.03(6)(c), by departing from or failing to conform to the minimal standards of acceptable nursing practice that may create unnecessary risk or danger to a patient's life, health, or safety. Actual injury to a patient need not be established.

3. As a result of the above conduct, Bobbi Jo A. Heim, R.N., is subject to discipline pursuant to Wis. Stat. § 441.07(1g)(b) and (d).

## ORDER

1. The attached Stipulation is accepted.

2. Respondent Bobbi Jo A. Heim, R.N., is REPRIMANDED.

3. The professional nursing license issued to Bobbi Jo A. Heim, R.N., (license number 182107-30) and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are LIMITED as follows:

- a. Within ninety (90) days of the date of this Order, Respondent shall at her own expense, successfully complete four (4) hours of education on the topic of medication errors and five (5) hours of education on the topic of documentation offered by a provider pre-approved by the Board's monitoring liaison, including taking and passing any exam offered for the courses.
- b. Respondent shall submit proof of successful completion of the education in the form of verification from the institution providing the education to the Department Monitor at the address stated below. None of the education completed pursuant to this requirement may be used to satisfy any continuing education requirements that have been or may be instituted by the Board or Department, and also may not be used in future attempts to upgrade a credential in Wisconsin.

4. The professional nursing license issued to Bobbi Jo A. Heim, R.N., (license number 182107-30) and her privilege to practice in Wisconsin pursuant to the Nurse Licensure Compact, are further LIMITED as follows:

- a. For a period of at least two (2) years, Respondent shall provide her nursing employer with a copy of this Order before engaging in any nursing employment. Respondent shall provide the Department Monitor with written acknowledgment from each nursing employer that a copy of this

Order has been received. Such acknowledgment shall be provided to the Department Monitor within fourteen (14) days of beginning new employment and/or within fourteen (14) days of the date of this Order for employment current as of the date of this Order.

5. Pursuant to Nurse Licensure Compact regulations, Respondent's nursing practice is limited to Wisconsin during the pendency of this limitation. This requirement may be waived only upon the prior written authorization of both the Wisconsin Board of Nursing and the regulatory board in the state in which Respondent proposes to practice.

6. Within 120 days from the date of this Order, Bobbi Jo A. Heim, R.N., shall pay COSTS of this matter in the amount of \$625.00.

7. Request for approval of courses, proof of successful course completion and payment of costs (made payable to the Wisconsin Department of Safety and Professional Services) shall be sent by Respondent to the Department Monitor at the address below:

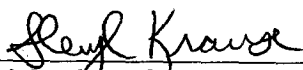
Department Monitor  
Division of Legal Services and Compliance  
Department of Safety and Professional Services  
P.O. Box 7190, Madison, WI 53707-7190  
Telephone (608) 267-3817; Fax (608) 266-2264  
[DSPSMonitoring@wisconsin.gov](mailto:DSPSMonitoring@wisconsin.gov)

8. In the event Respondent violates any term of this Order, Respondent's license (182107-30), or Respondent's right to renew her license, may, in the discretion of the Board or its designee, be SUSPENDED, without further notice or hearing, until Respondent has complied with the terms of the Order. The Board may, in addition and/or in the alternative refer any violation of this Order to the Division of Legal Services and Compliance for further investigation and action.

9. This Order is effective on the date of its signing.

WISCONSIN BOARD OF NURSING

by:

  
A Member of the Board

3-8-8  
Date

STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

IN THE MATTER OF DISCIPLINARY  
PROCEEDINGS AGAINST

BOBBI JO A. HEIM, R.N.,  
RESPONDENT.

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STIPULATION

0005655

Division of Legal Services and Compliance Case No. 17 NUR 005

Respondent Bobbi Jo A. Heim, R.N., and the Division of Legal Services and Compliance, Department of Safety and Professional Services stipulate as follows:

1. This Stipulation is entered into as a result of a pending investigation by the Division of Legal Services and Compliance. Respondent consents to the resolution of this investigation by Stipulation.

2. Respondent understands that by signing this Stipulation, Respondent voluntarily and knowingly waives the following rights:

- the right to a hearing on the allegations against Respondent, at which time the State has the burden of proving those allegations by a preponderance of the evidence;
- the right to confront and cross-examine the witnesses against Respondent;
- the right to call witnesses on Respondent's behalf and to compel their attendance by subpoena;
- the right to testify on Respondent's own behalf;
- the right to file objections to any proposed decision and to present briefs or oral arguments to the officials who are to render the final decision;
- the right to petition for rehearing; and
- all other applicable rights afforded to Respondent under the United States Constitution, the Wisconsin Constitution, the Wisconsin Statutes, the Wisconsin Administrative Code, and other provisions of state or federal law.

3. Respondent is aware of Respondent's right to seek legal representation and has been provided an opportunity to obtain legal counsel before signing this Stipulation.

4. Respondent agrees to the adoption of the attached Final Decision and Order by the Wisconsin Board of Nursing (Board). The parties to the Stipulation consent to the entry of the attached Final Decision and Order without further notice, pleading, appearance or consent of the parties. Respondent waives all rights to any appeal of the Board's order, if adopted in the form as attached.


5. If the terms of this Stipulation are not acceptable to the Board, the parties shall not be bound by the contents of this Stipulation, and the matter shall then be returned to the Division

of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.


6. The parties to this Stipulation agree that the attorney or other agent for the Division of Legal Services and Compliance and any member of the Board ever assigned as an advisor in this investigation may appear before the Board in open or closed session, without the presence of Respondent, for purposes of speaking in support of this agreement and answering questions that any member of the Board may have in connection with deliberations on the Stipulation. Additionally, any such advisor may vote on whether the Board should accept this Stipulation and issue the attached Final Decision and Order.

7. Respondent is informed that should the Board adopt this Stipulation, the Board's Final Decision and Order is a public record and will be published in accordance with standard Department procedure.

8. The Division of Legal Services and Compliance joins Respondent in recommending the Board adopt this Stipulation and issue the attached Final Decision and Order.

  
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Bobbi Jo A. Heim, R.N., Respondent  
789 Killarny Trail  
DePere, WI 54115  
License no. 182107-30

2-25-18  
Date

  
\_\_\_\_\_  
Kim M. Kluck, Attorney  
Department of Safety and Professional Services  
Division of Legal Services and Compliance  
P.O. Box 7190  
Madison WI 53707-7190

2-28-18  
Date