

## WISCONSIN DEPARTMENT OF SAFETY AND PROFESSIONAL SERVICES



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The status of an appeal may be found on court access websites at:

<http://ccap.courts.state.wi.us/InternetCourtAccess> and <http://www.courts.state.wi.us/wscga>

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STATE OF WISCONSIN  
BEFORE THE BOARD OF NURSING

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IN THE MATTER OF DISCIPLINARY :  
PROCEEDINGS AGAINST :  
 : FINAL DECISION AND ORDER  
BOBBI JO A. HEIM, R.N., :  
RESPONDENT. : **ORDER 000797 1**

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Division of Legal Services and Compliance Case No. 21 NUR 621

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

Bobbi Jo A. Heim, R.N.  
De Pere, WI 54115

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 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., (Year of Birth 1975) is licensed in the state of Wisconsin as a registered nurse, having license number 182107-30, first issued on November 16, 2011. This license expired on February 28, 2022, and it does not appear that Respondent has attempted to renew.<sup>1</sup> Respondent's most recent address on file with the Wisconsin Department of Safety and Professional Services (Department) is in De Pere, Wisconsin 54115.

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<sup>1</sup> Due to 2021 Wisconsin Emergency Order #2, all health care provider credentials will not expire until thirty days after the end of the declared national emergency. Therefore, Respondent's license remains active despite the fact she has not completed the renewal requirements as of the date of this Final Decision and Order.

Prior Discipline

2. On March 8, 2018, the Board issued Order No. 5655 regarding Respondent for making multiple medication errors in patient documentation. Respondent was reprimanded, required to complete four hours of education on the topic of medication errors and five hours of education on the topic of documentation, and required to provide a copy of the order to any nursing employer for at least two years.

Current Case

3. At all times relevant to this proceeding, Respondent worked as a registered nurse case manager at a home health and hospice care facility located in De Pere, Wisconsin (Facility).

4. On September 21, 2021, Respondent falsely documented an in-person home visit to a hospice patient. In the note, Respondent included assessment findings that she did not actually observe, copied and pasted text from a previous visit note written by a different nurse, and falsified a caregiver signature.

5. On September 22, 2021, while Respondent was suspended by the Facility pending an investigation into the false documentation, a hospice patient's family member reported to the Facility that Respondent previously took hydrocodone pills from a patient's home to destroy. Respondent did not document taking or destroying any medication.

6. On September 23, 2021, the Facility requested Respondent attend an investigative interview regarding the false documentation and medication diversion. However, in lieu of participating in the Facility's investigation, Respondent resigned from her employment at the Facility.

7. During the Board's investigation of this case, Respondent contacted the Department and requested to surrender her nursing license.

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

CONCLUSIONS OF LAW

1. The Board 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).

ORDER

1. The attached Stipulation is accepted.

2. The SURRENDER by Respondent of her license to practice as a registered nurse in the state of Wisconsin (license no. 182107-30), as well as her right to renew such license, is accepted.

3. In the event Respondent petitions the Board for reinstatement of her license to practice as a registered nurse in the state of Wisconsin or applies for another credential in the state of Wisconsin under Wis. Stat. chs. 440 through 480, Respondent shall pay the costs of this matter in the amount of \$746.00, before any petition or application for a credential will be considered by the applicable board or Department.

4. In the event Respondent petitions the Board for reinstatement as a registered nurse, the Board may enter an order denying such application without further notice or hearing. Whether to grant a license and whether to impose any limitations or restrictions on any license granted shall be in the sole discretion of the Board and such decision is not reviewable.

5. Any requests, petitions, payments of costs (made payable to Department of Safety and Professional Services), and other information required by this Order shall be submitted to:

Department Monitor  
Division of Legal Services and Compliance  
Department of Safety and Professional Services  
P.O. Box 7190, Madison, WI 53707-7190  
Telephone (608) 266-2112; Fax (608) 266-2264  
DPSMonitoring@wisconsin.gov

Respondent may also submit this information online at: <https://dpsmonitoring.wi.gov>.

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

WISCONSIN BOARD OF NURSING

By: Robert Weirman TW-CCHP Date 5/12/2022  
A Member of the Board

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DIV LEGAL SERVICES & COMPLIANCE  
DEPT SAFETY & PROFESSIONAL SERVICES

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  
**ORDER 0007971**

Division of Legal Services and Compliance Case No. 21 NUR 621

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

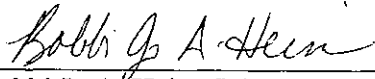
of Legal Services and Compliance for further proceedings. In the event that the Stipulation is not accepted by the Board, the parties agree not to contend that the Board has been prejudiced or biased in any manner by the consideration of this attempted resolution.

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. Respondent is further informed that should the Board adopt this Stipulation, the Board's Final Decision and Order will be reported as required by the National Practitioner Databank (NPDB) Guidebook and as otherwise required by any licensure compact or any other state or federal law.

9. 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  
De Pere, WI 54115  
License No. 182107-30

4-14-22

\_\_\_\_\_  
Date



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Nicholas Dalla Santa, Prosecuting Attorney  
Department of Safety and Professional Services  
Division of Legal Services and Compliance  
P.O. Box 7190  
Madison, WI 53707-7190

4/19/2022

\_\_\_\_\_  
Date