



Nebraska Nurse

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Nurses' Day at the Legislature 2011

On February 3 over 260 nurses and students came together in Lincoln to talk to the Senators about nursing issues. It was a collaborative event for nurses, with the following organizations partnering with the Nebraska Nurses Association this year:

- Nebraska Organization of Nurse Leaders (NONL)
- Nebraska Center for Nursing
- American Psychiatric Nurses Association (APNA), Nebraska Chapter
- Emergency Nurses Association (ENA), Nebraska Chapter
- Nebraska Assembly of Nursing Deans & Directors (NANDD)
- Association of periOperative Registered Nurses (AORN), Chapter 2801 from Omaha

The Planning Committee changed things up a bit for this year's event, holding the workshop in the morning from 8:30 to 11:45 a.m. to inform participants; and then hosting a luncheon with the Senators and their staff from 12 noon to 1:30 p.m.

During the morning's workshops, Don Wesely, NNA's Lobbyist, and Dr. Marilyn Valerio presented a program on the current legislative bills that NNA is monitoring, the Institute of Medicine (IOM) report on Nursing, and ways



NNA District 6 Member Ann Oertwich takes a turn at the microphone during the morning session.

that we can work together to effect change in Nebraska. Former State Senator Deb Suttle spoke to participants about being a nurse and a public servant, and ways that each attendee could have an impact on the legislative process.

Current Senator and Chair of the Legislature's Health & Human Services Committee, Kathy Campbell, also spoke to attendees, addressing current issues in the Unicameral and encouraging them to get involved. The event continued

with over 25 Senators and staff joining the nurses and students for lunch; thus giving attendees an opportunity to discuss the very issues they had heard about during the morning's session. Many of the participants walked over to the Capitol after lunch to observe the legislative bill hearings and to talk more with their senators.

NNA wishes to extend a huge thank you to our partnering organizations and all attendees for a very successful Nurses' Day at the Legislature!

2011 Nurses' Week Celebration



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All across the United States, registered nurses are being saluted.

Often described as an art and a science, nursing is a profession that embraces dedicated people with varied interests, strengths and passions because of the many opportunities the profession offers. As nurses, we work in emergency rooms, school based clinics, and homeless shelters, to name a few. We have many roles—from staff nurse to educator to nurse practitioner and nurse researcher—and serve all of them with passion for the profession and with a strong commitment to patient safety.

This May, the Nebraska Nurses Association (NNA) is joining the American Nurses Association in celebrating **Nurses Trusted to Care**, as part of National Nurses Week, which is held May 6-12, every year. The purpose of the week-long celebration is to raise awareness of the value of

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President's Column

by Torri Merten, MSN, RN

Happy New Year to all! By now many of you have made resolutions, successfully continued on your journeys or are looking ahead to the next steps in your journey. I have been on a journey of self-discovery both in my personal and professional life. It is exhilarating and exhausting at the same time. I have found that anytime you take on a new role in life you are challenged more than you ever thought possible. I have been in office since October and it has been quite a ride. It has been a very humbling, exciting and challenging experience. I have faced a much larger learning curve than I ever expected, but it is very rewarding to learn so much about our organization and the nurses of Nebraska. Thank you to everyone who has supported me during this transition / learning period.



Torri Merten

I spoke a lot about nursing journeys in the last issue of our newsletter. Since then, have you shared your nursing journey with others? Have you thought about joining the Nebraska Nurses Association? Have you asked a friend, co-worker, or another nurse to join the Nebraska Nurses Association? These things are important as we focus on growing our profession in the coming years ahead. We need to continue to grow nursing's voice in Nebraska. We need to continue to mentor new nurses and encourage others to join the profession. We need to focus on education, healthcare reform and advancing practice.

2011 will be an exciting and challenging year for nursing. Throughout the coming months we will have to remain focused on our profession and those that we serve. With the publication of the Institute of Medicine's (IOM) Report, *The Future of Nursing: Leading Change, Advancing Health* (<http://www.thefutureofnursing.org>), the opening of the Nebraska Legislative Session, the possible repeal of the healthcare reform bill and the many new and challenging things that nurses are facing, we must remain attentive and proactive. Changes are happening across the healthcare arena and nurses need to ensure that they are on the frontlines fighting for those they serve.

Collaboration will become very important in these changing times. We must collaborate with our patients in their care, our fellow nurses in practice and reach out to other disciplines. Focusing on delivering the best possible quality care to our patients is key.

I have learned many things in these brief months since taking over as president. The one thing that stands out above all is that nurses must continue to engage in their profession and fight for their patients. Nurses face many daily challenges when caring for their patients. Through advocacy, collaboration, engagement and focus we can make a difference in the lives of those we serve. If we can change even one life we make a difference.

Thank you for your continued dedication to the profession of nursing. At the end of the day, no matter what your role, you are a nurse. As the 2011 theme for nurse's week states: "Nurses: Trusted to Care". As before, I welcome your thoughts, stories or suggestions at NNAPresident@nebraskanurses.org.

NNA's Mission:

The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people. (Adopted 10/95, NNA House of Delegates)

NNA's Vision:

Nebraska Nurses Association will be an effective voice for nurses; and an advocate for Nebraska consumers on issues relating to health. (Affirmed 12/04/2004, NNA Board of Directors)

Critical Success Factors for Vision:

- State and districts set mutual priorities
- Evaluate the success of the restructuring of NNA
- Enhance grass roots activities for membership involvement
- Advocate for statewide quality healthcare (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Core Issues:

1. Workplace Rights
2. Appropriate Staffing
3. Workplace Health & Safety
 - a. Patients
 - b. Community/Public Health
 - c. Workplace
4. Continuing Competence (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Official Publication:

The *Nebraska Nurse* is the official publication of the Nebraska Nurses Association (NNA) (a constituent member of the American Nurses Association), published quarterly every March, June, September and December. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

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You can leave a message at any time!

Email: Executive@NebraskaNurses.org

Web site: www.NebraskaNurses.org

Mail: PO Box 82086

Lincoln NE 68501-2086

Questions about your nursing license?

Contact the Nebraska Board of Nursing at:

(402) 471-4376. The NBON is part of the Nebraska Health and Human Services System Regulation and Licensure.

Questions about stories in the *Nebraska Nurse*?

Contact: NNA.

Photo on front page: Cottonwood.

Photo by: Nebraska DED.

"Nebraska State Tree; Cottonwood."

Writer's Guidelines:

Any topic related to nursing will be considered for publication in the *Nebraska Nurse*.

Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members.

Photos are welcomed, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.

Submitted material is due by the 12th of the month in January, April, July and October of each year.

You may submit your material in the following ways:

Prepare as a Word document and attach it to an e-mail sent to Executive@NebraskaNurses.org.

Provide document on a disc clearly labeled with your name and return address.

Mail hard copy to NNA at PO Box 82086, Lincoln NE 68501-2086 or email to Executive@NebraskaNurses.org. Submissions should be prepared on white paper and double-spaced.

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Executive Director's Column

Celebrate Being A Nurse!

by Annette Harmon



Annette Harmon

Yes, it is that time of year when we again take the time to celebrate nursing and nurses of all kind! We encourage people to celebrate nursing all year round, but it helps to set aside some special time in the months of April and May to stop and truly recognize nurses all over the state.

I know I've said this before, but this is truly my favorite time of year for the Nebraska Nurses Association. Each of our Districts across the state has been busy planning and implementing special activities—whether it be a lunch or a brunch or a dinner—to recognize and celebrate Nurses' Week. From Omaha to Scottsbluff and numerous places in between, we'll take a pause from our regular routines to gather together and just celebrate.

Due to the generosity of a long-time NNA member, Carol Wilson, this year nurses will have an additional celebration. On May 12 and 13, NNA will sponsor the program "Crucial Conversations" and "Crucial Confrontations" in two separate locations. These programs will be a treat to all who attend in a practical and, yet, motivational way. Carol's foresight in leaving some of her trust funds to NNA will provide free registration to each NNA member wishing to attend. Carol certainly wanted NNA members to benefit from her generosity and be able to attend educational programming. You can find the registration form on page four of this issue, or on the NNA website calendar at www.NebraskaNurses.org. The event is open to all nurses, and the registration fee for non-members of the association is only \$75 for the whole day.

What a gift and what a way to celebrate nursing! I hope that we can "pack the house" with nurses at each location, and spend each of the days recognizing what nurses do well all year long. Thank you for being a nurse!

Join NNA Today

www.NebraskaNurses.org



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nursing and help educate the public about the role nurses play in meeting the health care needs of the American people.

In honor of the dedication, commitment, and tireless effort of the nearly 3.1 million registered nurses nationwide to promote and maintain the health of this nation, the ANA and NNA are proud to recognize registered nurses everywhere for the quality work they provide seven days a week, 365 days a year.

On May 12 and 13, 2011, the Nebraska Nurses Association will host a day-long workshop on *Crucial Conversations* and *Crucial Confrontations*. Bargain priced at \$75 per person, the registration for this workshop will be free to NNA Members, as a member benefit. (See registration form on this page.) In order to reach as many nurses as possible, this program is offered on May 12 in Lincoln and May 13 in North Platte. The *Crucial Conversations* workshop teaches a model for achieving synergy, alignment, and agreement in conversations where the stakes are high—in both personal and professional relationships. Top performers on the job step up to problems, solve them, and improve relationships—all in one healthy confrontation. Instead of backing away from the real issue, allowing problems to worsen, or charging in, these skilled individuals solve real problems and avoid creating a whole new set of challenges along the way. The *Crucial Confrontations* workshop will help you be a top performer, too. Plan now to attend this invaluable day of crucial workshops.

The Nebraska Nurses Association (NNA) Districts are also planning regional celebrations and you can check the website calendar for information on dates and locations (www.NebraskaNurses.org), or call the NNA office at 402-475-3859 for more details.

In honor of **Nurses Trusted to Care**, all registered nurses are encouraged to proudly wear the official ANA "RN" pin or any other pin that clearly identifies them as registered nurses, and/or their nurses' uniform on May 6, 2011.



NEBRASKA NURSES ASSOCIATION

Invites you to

Celebrate Nursing!

Crucial Conversations & Crucial Confrontations Workshops

Join us for a day of wonderful education with these two workshops and a luncheon celebrating Nursing! NNA is offering this program to NNA members and non-member nurses alike. Choose from May 12, 2011 in Lincoln or May 13, 2011 in North Platte.

Crucial Conversations

What is a crucial conversation? It is a discussion between two or more people where stakes are high, opinions vary and emotions run strong. These conversations—when handled poorly or ignored—cause teams and organizations to get less-than-desired results. Learn how to create conditions where people speak with complete candor (no matter the topic) and with complete respect (no matter the person). Gain skills that enable spirited dialogue and reduce deference and defiance. Begin stepping up to tough issues and sharing opinions, feelings, and information safely and freely. Learn how to promote the best ideas, save time with fewer meetings, have less disagreement, and build more alignment with better decisions.

Crucial Confrontations

Every individual, team, and organization faces disappointment. A coworker misses a deadline, a boss fails to live up to an expectation, or a direct report just plain behaves badly. People make promises and break them—and bad things happen. We all face accountability challenges in today's highly complicated and interdependent world; we rely on one another and then, for some reason, we let each other down. We run into barriers, something comes up, priorities change—the list is endless. Top performers, however, step up to problems, solve them, and improve relationships—all in one healthy confrontation. Learn the basics of these skills: knowing when to speak up, picking the right problem, taking charge of emotions, avoiding the fundamental attribution error, motivating without using power, staying on track—and more!

Registration Form

Name _____ Credentials _____
 Address _____
 City _____ State _____ Zip _____
 Day Phone _____ Email _____
 (in order to send confirmation notice)

NNA Membership Number: _____

RN Registration Fees:	By May 5*	May 6 & After	TOTAL	Location (Check ONE)	
				May 12 Lincoln OR	May 13 North Platte
<input type="checkbox"/> NNA Member Registration	\$0-FREE!	\$ 25.00	\$ _____	____	____
<input type="checkbox"/> Non-Member Registration	\$75.00	\$100.00	\$ _____	____	____

SPECIAL REQUESTS OR NEEDS:

- I have food allergies: _____
- I need special accommodation for a disability or handicap in order to attend: _____

Mail registration form and check to the address below, *postmarked by May 5. Or register online at www.NebraskaNurses.org – look on the Calendar page! Nebraska Nurses Association, PO Box 82086, Lincoln, NE 68501-2086 (Federal ID# 47-6034912)

Refund policy: If you have to cancel your plans to attend, please notify us in writing by May 5th and we will refund your registration fee MINUS a \$25 administrative fee. We're sorry, but we cannot refund registration cancellations after May 5. Questions? (402) 475-3859.

ABOUT CE (6.0 contact hours applied for):

Application for contact hours has been made to CNE-Net, the education division of the North Dakota Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Please call Annette Harmon at Nebraska Nurses Association for more information about contact hours.

This continuing nursing education activity is supported through unrestricted educational grants and exhibits. This does not imply ANCC Commission on Accreditation or CNE-Net approval or endorsement of any product.

Compassion Fatigue and the Health Service Professional

Working in the health service professions is a very rewarding vocation. Most people who work in these professions choose to do so because they enjoy working with people, taking care of their health needs and making a difference in their lives. However, the process of helping others can be stressful and sometimes very taxing on one's physical and emotional health. Our professional work can drain us of our energy and contribute to a host of physical and emotional problems, including the abuse of alcohol or drugs. Dr. Angela Panos defined compassion fatigue as "symptoms experienced by caregivers who become so overwhelmed by the exposure to the feelings and experiences of their clients that they themselves experience feelings of fear, pain and suffering including intrusive thoughts, nightmares, loss of energy and hypervigilance. It can be cumulative (from the effects of helping many clients) or occur in response to a particularly challenging or traumatic individual case. This extreme state of anxiety and preoccupation with the suffering of those being helped becomes traumatizing for the helper. "For this reason it is sometimes called 'vicarious traumatization' or 'secondary traumatization,'" (Figley, C. R., 1995).

Compassion fatigue is an indicator that our lives are out of balance and changes need to be made to restore our physical and emotional health. It gives us an opportunity for self-assessment and growth towards a more balanced life. However, this only occurs if we recognize the problem and deal with it in a positive manner.

The symptoms of compassion fatigue are similar to those of Posttraumatic Stress Disorder, only instead of the symptoms being based upon a trauma that you directly experienced, they are due to the trauma that your client(s) have experienced. Review the following symptoms of compassion fatigue to evaluate yourself:

- Sleep or appetite disturbances
- Unexplained physical pains
- Persistent frustration, anxiety or discouragement
- Consistently feeling emotionally and/or physically drained.
- Fatigue

- Decreased interest in family, recreational or spiritual activities
- Increased in time spent alone/withdrawal from others
- Loss of enthusiasm for work and dread of going to work
- Finding it difficult to separate your personal life from your work life
- Tardiness to work and need to leave work early
- Excessive use of sick time or vacation days
- Increased use of alcohol, prescription drugs or illegal drugs
- If in recovery, decline in interest in personal addiction recovery program
- If in recovery, relapse

If you recognize that you are suffering from compassion fatigue and/or are abusing alcohol or drugs, you will need to reestablish a healthy balance in your life. You can accomplish this by getting proper nutrition, regular exercise and necessary rest; prioritizing personal and professional needs; setting realistic expectations and goals; and affirming reasonable personal and work boundaries. If you are in a recovery program "dry spell", return to 12-Step recovery meetings and talking to your sponsor. If you have relapsed, schedule an appointment with the Nebraska Licensee Assistance Program (NE LAP) for immediate assistance with determining your treatment or recovery needs. There are many resources available to help you restore your health and happiness and ensure you can continue to compassionately care for others. "By meeting our own mental, physical and emotional needs, we give care from a place of abundance, not scarcity", Patricia Smith, founder of Compassion Fatigue Awareness Project.

If you are a licensed health service professional wanting more information about alcohol/drug abuse or addiction treatment or would like to schedule an educational presentation on alcohol/drug addiction and the health service professional, contact the NE LAP at (800) 851-2336 or (402) 354-8055 or visit our web site at www.lapne.org.

Experiencing an Injury at Work

**Cathy Parker MSN RN
President, Nebraska Association of Occupational
Health Nurses**

In spite of our best efforts to prevent work related injuries, they do still occur. Do you know what to do if you experience an injury at work? Did you know your injury information is submitted to the State of Nebraska? Do you understand the claims process after you report an injury?

If you have experienced a work related injury, you may very well know the answers to these questions... or you may not. There is a lot that goes on behind the scenes. Usually your occupational health nurse (OHN) is responsible for making sure all of the details are addressed; however your safety officer, human resources staff or others may also be involved. Here is a summary of what must occur to comply with statutes and regulations.

First, you should always report an injury that occurs at work as soon as possible. Don't wait to see if it gets better, just go ahead and report it, following your organization's procedure. Your employer will appreciate a prompt report. The reporting process usually involves your OHN, whose first priority will be assessment and treatment of the injury. The injury may only require first aid, but it may require a medical referral or emergency department visit. Once the physical and mental welfare of the employee is addressed the OHN will submit a First Report of Injury to the Nebraska Workers' Compensation Court, as required by Nebraska law. The Court maintains injury reports and processes the data elements that are submitted. Some of the information submitted is public information and attorneys will often access mailing addresses of injured employees and use this information for marketing purposes. Legislative attempts to change this have been unsuccessful.

The OHN or other designated individual will also determine if your injury should be logged on the OSHA 300 log. There are a number of criteria that must be considered to determine if the injury should be logged or not. Each year in February a summary of the previous year's injuries must be posted at your worksite. There must be a summary log for each worksite location. The

log is posted through April. OSHA also monitors injury information. If a high number of injuries are recorded, this may trigger an OSHA visit to the workplace.

If medical treatment is indicated, the employee must proceed with the medical provider chosen at the time of the injury, as required by Nebraska law. If the employee chooses to see a different medical provider, it must be agreeable to the employer in order to be financially covered under the claim. Referrals by the initial medical provider are not subject to approval by the employer. Nurse practitioners and physician assistants are recognized medical providers under Nebraska Workers' Compensation statutes.

All medical expenses related to the injury, including mileage to and from appointments (medical, physical therapy, etc) are paid by Workers' Compensation.

If the injury requires the employee to be off work, the first seven days are unpaid under the Workers' Compensation benefit. Most employers allow the employee to take personal time during the waiting period. After the seven day waiting period, Workers' Compensation pays 2/3 of the individual's base salary.

Once the injury is resolved, the optimal outcome is for the employee to continue the same job function as before the injury. However, sometimes permanent restrictions are imposed. Then the employer must determine if the limitations can be accommodated. If the employee is unable to return to the same job, the State provides vocational rehabilitation services which may include job placement or retraining for a new occupation.

If the injury is significant, an impairment rating might be designated by the physician. Depending on the type of injury and the rating assigned, disability payments may be owed by the employer.

So as you can see, there are many details that the occupational health nurse must acknowledge and coordinate. The ultimate goal is for the employee to recover and return to gainful employment and optimal quality of life. If you have any questions about this process, consult your organization's occupational health nurse or see www.naohn.org and contact any member of the Nebraska Association for Occupational Health Nurses.

NNA is Working for You

NNA is Working for You

Community Health Care Paramedic,

by Karen Wiley 2011 Chairperson
Commission on Practice and Professional Development

The concept of Community Health Care Paramedic program was first introduced at the Nebraska Nurses Association Convention October 2010.

This program originated in Australia and New Zealand, where it is used in rural areas and where residents don't have easy access to health care.

There are several pilot projects in the U.S. and that are being funded by the US Health Resources and Services (HRSA).

Purpose:

The National Association of State EMS Officials (NASEMSO) and National Organization of State Offices of Rural Health (NOSORH) developed a Joint Committee on Rural Emergency Care (JCREC) (Discussion Paper on Community Paramedicine 2010). This Committee developed a Strategic Plan focused on "Improving Access to EMS and Health Care in Rural Communities." The Community Paramedic Program uses Emergency Medical Services in an expanded role to increase patient access to primary and preventative care. This expanded role is to provide home and community visits to assist persons with chronic medical and behavioral health conditions. They can help persons make medication lists, get (existing) prescriptions filled (and dispose of expired ones), replace oxygen tanks, obtain diabetes supplies, assist with community vaccination programs, provide first aid and blood pressure monitoring, provide home assessments to reduce falls and assess for other home hazards. They can alert family members to various home issues.

Background:

Originally Emergency Medical Services (EMS) was developed to provide patient care for acute or emergency events. The *State Perspectives Discussion Paper on Development of Community Paramedic Programs* (2010) reported "10-40% of ambulance services responses are for non-emergency events". The Discussion Paper further reports that "patients who lack access to primary care utilize EMS to access emergency departments for routine health services."

Filling a Need:

Gary Wingrove, Director of Strategic Affairs for Mayo clinic Medical Transport, and president of the North Central EMS Institute, along with Susan Laine owner of Laine Communications Bethesda, Maryland, reported in *Community Paramedic: A New Expanded EMS Model* (n.d.) "a quarter of the U.S population living in rural regions and... 10 percent of the country's physicians practicing in those remote areas have limited access" to health care. Adding to the problem is "hospital and clinic

closures, an aging population, and broadening of cultural and ethnic diversity of people living in the rural regions. Generally these individuals are usually economically disadvantaged and are less healthy than those living in the urban communities." (p. 32)

The authors reported that the Community Paramedic Program in Nova Scotia "showed a 40 percent reduction in ER visits and a 28 percent reduction in clinic visits." This was a five-year study using the expanded role for paramedics. The programs were tailored to the needs of the community. The paramedics conducted home health assessments, staffed health clinics and visited residents with chronic conditions through Adopt-a-Patient program. (Wingrove, n.d, p. 34)

Tim Zagorski, Executive Director of Region II EMS, Las Cruces, New Mexico, reported that funding their program was not a matter of choice. The Region has large areas of underserved communities that do not have access to health care and many of the communities do have volunteer paramedics. Zagorski further stated that physicians, nurses and the general public have been generally positive to the expanded EMS models.

In Minnesota the Community Paramedic Program developed a pilot program that was funded by the Minnesota Department of Public Health and Office of Rural Health. Experienced paramedics who were interested in the expanded role model were selected to participate. They conducted a community analysis to identify health care gaps and developed their program to meet the needs of their community. These community needs included mobile clinics for Native American populations, free clinics and critical assess hospital staffing. Another need identified was regional/national disaster response. (Discussion Paper on Community Paramedicine, 2010)

Education:

The Community Healthcare and Emergency Cooperative group provides the curriculum to accredited colleges and universities. The institutions can "customize the standardized curriculum for... certification programs". (Discussion Paper on Community Paramedicine, 2010) There is a curriculum of approximately 100 hours of foundational skills in advocacy, community health assessments, public health and development of prevention programs. They also receive 15 to 146 hours of clinical practicum that is supervised by the program medical director. (p. 7) This is a role for an experienced paramedic, not someone who has just graduated.

Opportunities:

A community paramedic is not intended to function as a primary care provider. They do not have the education or the background to function in roles similar to Nurse Practitioners or Physician Assistants or replace them. They do not have prescriptive authority. They do function in an expanded role (with the exception of suturing). They do not function with an expanded scope.

According to the *State Perspectives Discussion Paper on Development of Community Paramedic Programs* (2010) Community Healthcare Paramedics "should be viewed as an opportunity, not a challenge or threat to other providers." (p. 8) Community Paramedics have specific

education and background and nursing also has specific education and background where they can complement each other and not compete.

It is recommended that states should have early discussions, provide education and develop a partnership with professional groups.

Challenges:

The challenges are numerous. In today's economy, will the programs achieve and maintain funding once they are established? Will they be accepted as an assistant to the physicians, nurses and home health care aides; or will they be viewed as a threat?

Additional challenges include rural workforce supply: "both recruitment and retention of providers are commonly cited as the greatest challenges facing rural EMS." (EMS Workforce for the 21st Century: A National Assessment) (2008) The study cited contributing factors to this problem include a more "general trend of declining volunteerism and the inability of rural agencies to pay competitive wages and offer career advancement opportunities."

The Emergency Medical Services of Nebraska Workforce Study (2010) reported that "the majority of responding EMS services reported being unable to respond to a call in 2008 due to a staffing shortage."

Patient Safety

Since 1999 when the Institute of Medicine published "To Err Is Human," health care practitioners from various health care fields have research factors that may contribute to unintentional harm.

In a study by The Canadian Patient Safety Institute titled *Advancing and Aligning the Culture of Patient Safety in EMS* (n.d.) reported that there is little information regarding pre-hospital adverse events and the factors that lead to their occurrence. "Adverse events are thought to stem from systemic weaknesses, individual behaviors, or a combination of the two." (p. 4)

Medical Direction and Oversight:

As states are preparing to allow the expanded role of the Community Health Paramedic are they prepared to provide oversight for this expanded role?

There is a proposed bill to be introduced to the Nebraska Legislature to prepare for the expanded role for Emergency Medical services. A paragraph taken from the proposed Legislative Bill reads as follows:

38-1207 Emergency medical service means the organization responding to a perceived individual need for immediate medical care in order to prevent loss of life or aggravation of physiological or psychological illness or injury.

According to the Community Paramedic Executive Summary

Medics At Home is a licensed ALS non-transport service, providing ALS (Advanced Life Support Services) as provided for the current state statues under the supervision of a physician medical director. The Medic At Home staff will follow and act totally within the EMT and Paramedic scope of practice. The Medic At Home will be under the supervision of the EMS Board as well as our physician medical director.

The basic difference between what Emergency Medical Services do today and what Medic At Home proposes ...is simply allowing a patient

Community Health continued on page 7

Community Health continued from page 6

to “schedule” a visit to their home as opposed to calling 911 or a private ambulance service to respond.

Is the time right for the Community Paramedic Program in Nebraska? Does it offer a career ladder in which Paramedics can use their skills and provide access to health care in rural communities? Or will the program be focused on the larger communities, leaving isolated rural communities without additional resources? Nurses should continue a collaborative relationship with EMS, assist with education and monitor the program and patient outcomes; and, if necessary, provide a coordinated response.

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Chapman S. A., Lindler, V., Kaiser, J. A. Nielsen, C. S., Bates, T., & Hailer-O’Keefe, L. (2008) EMS workforce for the 21st century: A national assessment. Retrieved from: <http://www.hhs.State.ne.us/ems/EMSworkforceforthe21stCentury.pdf>

Community Paramedic Executive Summary: What is the Community Paramedic? (n.d.)

For an Act relating to emergency medical services to amend sections 38-1207, 48-101.01, and 71-8215, Legislature of Nebraska One Hundred Second Legislature, First Session

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Joint Committee on Rural Emergency Care (JCREC), National Association of State Emergency Medical Services Officials, National Organization of State Offices of rural Health, (2010), Discussion paper on community paramedicine.

Wingrove, G., & Laine, S. (n.d.), Community Paramedic: A new expanded EMS model.

Commission on Advocacy and Representation

**By Linda Stones, RN, BSN, MS, CRRN
Commission Chair**

This is my second year chairing this Commission. At the beginning of the year, the best place to start is with a brief orientation to the Commission and their work. I provide some information about key bills this session, and a report on Nurses’ Day at the Legislature (see cover page for story).

Commission: The Commission consists of ten members who are elected by the general membership. Two members are from each of the Three Congressional Districts and four At-Large members. To be eligible to serve on the Commission, the individuals must hold a current NNA membership. Individuals serve two-year terms and are only eligible to serve for two consecutive terms. This year the Commission members are: Nicole Colgrove (Lincoln), Douglass Haas (Kearney), Donna McElvain (Lincoln), Linda Jensen (Papillion), Jan Bahm (Lincoln), Pat Moeller (Pierce), Jean Phelan (Omaha), Vicki Vinton (Omaha), Heidi Twohig (Lincoln) and myself, Linda Stones (Crete). Don Wesely, from O’Hara Lindsay Government Relations LLC, is serving another year as our lobbyist. Annette Belitz-Harmon, NNA Executive Director, is an ex-officio member of the Commission and a great member of the team.

Commission Activities:

The Commission is responsible for receiving and disseminating information on workplace issues; analyzing

local, state and federal legislation on nursing and healthcare; and engaging membership involvement in addressing practice issues. The Commission’s actions are guided by a legislative platform that is adopted by the House of Delegates. The Executive Director and the NNA lobbyist work in conjunction with the Commission to represent Nebraska Nurses.

There are several bills that were introduced during this session that pertain to nursing. The Commission was actively involved in many of these bills. NNA members can go to www.NebraskaNurses.org and click on Nursing Issues and News, and then Legislation, and view the NNA Bill Tracker.

Call to Action:

In order to effectively advocate for nurses, the Commission needs your help. One voice is sometimes difficult to be heard, but a large unified group, speaking one message can increase the likelihood of being heard. We need to add your voice to our nursing message. So if you are not a member of NNA, get signed up! If you are a member of NNA, we need you to let us know if you would be willing to talk to your State Senator. We need a nurse in each Legislative District identified so we can take our nursing messages across the entire state. If you are an NNA member and would be willing to meet with your State Senator, please send an email to admin@nebraskanurses.org. Send your name, address, phone and State Senator’s name.

Nurses, we can make a difference together!

Around the Districts



DISTRICT 1

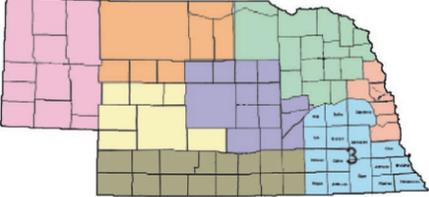
President: Donna Montemayor, BSN, RN, RT
 H—(402) 469-2803
 E—dmontemayor@charter.net

Donna Montemayor



DISTRICT 3

President:
 Missy Ofe Fleck, RN
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 E—mofleck@unmc.edu



District 3 held our annual fall dinner meeting on November 4, 2010 at BryanLGH West Medical Center. The guest speaker for the evening, Beth Beam, RN, MSN, provided a lively presentation on biopreparedness. As project coordinator for the HEROS grant, Beth allowed participants to be involved in a simulated disaster. Our enacted roles were quite unique and we all came away from the experience with a renewed appreciation for this specialty area. We appreciate Beth taking time to share her information with us. At the dinner, we were also able to award two scholarships to undergraduate nursing students. We congratulate Elizabeth Hubbard and Danielle Pearce who each received \$250. Both ladies are currently attending the University of Nebraska Medical Center-College of Nursing-Lincoln Division.

We held our first 2011 board meeting on Monday, January 24 at Madonna Rehabilitation Hospital. The new board is excited to serve the district and we welcome other members as well as nursing students to attend. We will be confirming the yearly meeting schedule, goals, and budget at the February 28 meeting. Minutes will be posted on our website, so please check for future announcements.

The 2011 NNA Legislative Day has been set for February 3 in Lincoln and is expected to draw over 200 nurses in attendance. As a district, we are excited to have this opportunity in our area. For those who cannot attend, the NNA Website offers a Legislative Bill Tracker to facilitate our knowledge regarding the position NNA is suggesting on current issues.

As part of Nurses' Week in 2011, plans are being made to co-host our annual *Celebrate Nursing* event in April at BryanLGH East Medical Center. The exact date and speaker are yet to be confirmed. At this event, we will recognize five District 3 nurses for their outstanding service.

We would like to thank our 2010 District 3 Board Members for their willingness to serve this past year.

A special thank you goes to Rita Schmitz, RN, MSN for her unselfish commitment as Past President of District 3. I sincerely aspire to follow graciously and judiciously in her footsteps. I would like District 3 members to consider serving for NNA, especially on the Nominations, Bylaws, PAC, and Membership Committees. As a long-standing member of NNA, I can attest that participation in these roles certainly increases ones' understanding of our professional identity and offers personal gratification in being a change agent.



DISTRICT 2

President:
 Bonnie Kokes, BSN
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 E—bonniekokes@gmail.com

Bonnie Kokes, BSN



DISTRICT 4

President: Denise Waibel-Ryceck, MSN, RN
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 E—dwaibelryceck@unmc.edu



The Archway Monument in Kearney was the site of the annual meeting for District 4. An excellent meal was catered in, and the keynote speaker was Lee Elliott, VP of HR at St. Francis Medical Center in Grand Island. He talked about a number of issues important to nursing.

Election results were announced: Judy McPhillips, President Elect, Secretary, Pat Trausch, Nominations, Phyllis Anderson Chair, Jessica Greni and Margaret Morris. Appreciation was given to those who are leaving offices for the work they have done.

The meeting was a success. We had members who have not been active attend as well as guests, one of whom decided to join. The NSNA board officers who are in our district also attended per our invitation.

Many members volunteered to fill vacancies on statewide committees. The district established a Task Force to look at how we communicate, especially with our electronically savvy members. They are tasked with looking at developing a facebook page plus other electronic means to keep members informed.

The next meeting will be in February in Kearney.

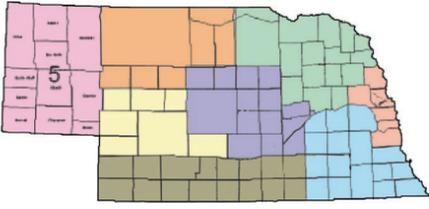
Respectfully Submitted,
 Denise Waibel-Ryceck

Around the Districts continued on page 9

Around the Districts

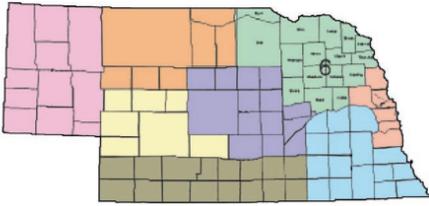
DISTRICT 5

President: Robert Flynn, RN, MSN, NEA-BC
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DISTRICT 6

President: Pam List, MSN, APRN
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Barb Wenz

DISTRICT 7

President: Barb Wenz,
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DISTRICT 9

President: Cathy Clark Sybrant, APRN, MSN
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E—cclark1@huntel.net



News Briefs

ANA Releases E-Books of Two Newly Revised Print Standards: Nursing Professional Development and Nursing Administration

SILVER SPRING, MD—ANA announces the long-awaited release of the electronic versions of two more popular titles. ANA's newly revised *Nursing Professional Development: Scope & Standards of Practice* (2010) and *Nursing Administration: Scope & Standards of Practice* (2009) are now available as fully searchable PDFs. These e-books can be read on Kindle, Sony iPad and other e-reader devices that support the PDF format.



Nursing Professional Development: Scope & Standards of Practice, 2nd Edition

Co-published with the National Nursing Staff Development Organization, this professional development resource is now available as a fully searchable PDF (see below for all e-book features).

Major transformations in nursing professional development practice (NPD) have been underway since the previous edition published in 2000. Within the continuing education and academic domains, technology has changed the learning environment and the potential target audiences. Once locally or regionally defined, the target audience—the NPD specialist—is now global.

The newly revised, *Nursing Professional Development: Scope and Standards of Practice*, reflects the complex and rapidly developing factors that influence its current and future

practice: globalization, dynamic practice environments, evidence-based practice, and the technologies of nursing and health care.

This e-book articulates the essentials of this specialty, its accountabilities and activities at all practice levels and settings. It remains a core resource for all nurses who have chosen to focus their professional life in this area. It is also a key reference for the NPD certification exam of the American Nurses Credentialing Center.

E-book features and functionality: Links from each chapter in the Contents and its in-text content... Active URLs, Next page/Previous page navigation... Home page is Contents page. Fully searchable.

Nursing Administration: Scope & Standards of Practice, 3rd Edition

This key resource for nursing leadership, professional development, Magnet® Hospital application process and ANCC certification examination in Nursing Administration is now available as a fully searchable PDF (see below for all e-book features).

The diverse frameworks of practice and distinct spheres of influence and authority of the nurse administrator are key elements of this newly revised third edition. It defines the scope and various levels of practice for nursing administration;

outlines qualifications for these roles across all settings; and provides standards of care and professional performance for this complex nursing specialty.

E-book features and functionality: Links from each header in the Contents to its in-text occurrence... Active URLs, Next page/Previous page navigation. Home page is Contents page. Fully searchable.

How to Order:

To view table of contents, download policy and place an order, go to <http://www.nursesbooks.org/ebooks.aspx>. Customers are given 72-hour access to download one copy of the book at the point of purchase.

About These Books:

Nursing Professional Development: Scope & Standards of Practice

Published: 07/10 (print) 12/10 (eBook)

Print ISBN: 978-1-55810-272-9 • eBook ISBN: 978-1-55810-289-7

Page # 110

Nursing Administration: Scope & Standards of Practice

Print ISBN: 978-155810-267-5 • eBook ISBN: 978-155810-292-7

Published: 09/09 (paper)... 12/10 (eBook)

Page #: 126 pp.

NEBRASKA NURSING LEADERSHIP COALITION SUMMIT

March 10, 2011

Holiday Inn

110 South 2nd Avenue

Kearney, Nebraska 308-237-5971

Target Audience – All Licensed Nurses in Nebraska

Make Communication Work for You

Purpose: Discuss personal and professional communication as the key to delivering great outcomes in the workplace.

Presenter: Jeff Doucette, MS, RN, CEN, FACHE, NEA-BC, is the Vice President of Emergency Services at Bon Secours Health System in Suffolk, VA. As a Nurse executive he has also served in the capacity of Chief Nursing Officer, Stafford Hospital Center; Associate Chief Operating Officer for Emergency Services at Duke University Hospital in Durham, North Carolina; and Executive Director and Vice President of Patient Care Services for Lee Memorial Health System in Fort Myers, Florida. Jeff is known for his ability to ignite and empower teams and has become a trusted mentor for numerous professionals in business and healthcare. Mr. Doucette serves on the editorial advisory board for the Journal of Men in Nursing and contributes to a variety of respected nursing publications. Passion for his profession and the ability to ignite audiences make Mr. Doucette one of the most respected professional speakers and thought-leaders in nursing.

Registration 8:00 – 8:45 a.m.	
8:45 – 9:00 am	Introduction
9:00 – 10:30 a.m.	Listen Up! Identify how what you say and how you say it drives employee satisfaction, ensures quality patient care, and helps maintain a true collaborative culture.
10:30 – 11:00 a.m.	Break
11:00 am – 12:10 pm	Bell Bottoms to Blogs: The Changing Face of Today's Workforce Examine the differences that exist in today's multi-generational workforce. Identify proven strategies to effectively improve communication, reduce conflict, and sustain a positive work culture.
12:10 – 1:00 p.m.	Lunch (included)
1:00 – 2:15 p.m.	Great People-Great Results: Creating and Maintaining a Superior Work Culture Describe components necessary to create a great work environment to ensure superior service.
2:15 – 2:45 p.m.	Break
2:45 – 4:00 p.m.	Inhale Some Helium: It is Time to Lighten Up! List three components of humor. Discuss the physiologic response to laughter. List three steps to a more balanced work-life.
4:00 – 4:15 p.m.	Evaluation

Application for contact hours has been made to CNE-Net, the education division of the North Dakota Nurses Association, an accredited approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Please call Virginia Hess at 402-437-2730 for more information about contact hours.

LODGING INFORMATION – A block of rooms is reserved through February 9 at a rate of \$76.95 for 1-4 people in a room. When making reservations, identify that you are with the Nebraska Nursing Leadership Summit.

REGISTRATION INFORMATION – Registration fee - \$40 (includes lunch, breaks, and handout materials).

Contact LPNAN at 402-435-3551 with questions.

Please Print: Name: _____ Phone: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Billing Information: _____ Check Enclosed

Credit Card

Make check payable to NHCF---Mail Registration with payment to: Nursing Leadership Summit, c/o NHCF, 3900 NW 12th St., Suite 100, Lincoln, NE 68521
 Registration must be received by/or postmarked by March 3.
 Late Fee: Any registrations after March 3 will be charged an additional \$10 late fee.
 Refunds for cancellations in full before March 3 only.
 No refunds after March 3, 2011

Cardholder's Name (PRINT): _____
 Credit Card #: _____
 Expiration Date: _____
 Cardholder's Billing Address, City, State, Zip: _____

↑ Your signature on the line above will authorize this transaction.

NNA 2011 Calendar

March

- 1 *The Nebraska Nurse* is in your mailbox
- 10 NNLC Nursing Summit, Kearney Holiday Inn
- 11-13 ANA Constituent Assembly—St. Louis, MO
- 14 CE Approval Committee meets, BryanLGH College of Health Sciences, Room 200
- 31 Intent to run for NNA office deadline
- TBA Bylaws Committee meets
- TBA Nominating Committee meets



April

- 11 *Nebraska Nurse*: Articles for the June/July/August issue are due to NNA state office
- 11 NNA Candidate Profiles Due

May

- Provider Renewal notices sent
- 6 National Nurses Day. Nurses Week begins
- 8 National Student Nurses Day
- 12 Educational Program: Crucial Conversations/Confrontations, Lincoln—free for members
Florence Nightingale's birthday. Nurses' Week concludes
- 13 Educational Program: Crucial Conversations/Confrontations, North Platte—free for members
- 30 Memorial Day, NNA office closed

June

- 1 *The Nebraska Nurse* is in your mailbox
- 15 Convention Speaker bios and objectives due
- 30 NNA Book of Reports submissions due to NNA office

July

- 1 Convention Reference Proposal Deadline
- 4 4th of July Celebration, NNA office closed
- 11 *Nebraska Nurse*: Articles due to NNA state office
- 15 Poster Presentation Abstracts for Convention deadline
- TBA Budget and Finance Committee mid-year review
- TBA NNA Board of Directors Meeting

August

- 1 Provider renewals due to NNA
- 1 Convention All Member Mail/60 day call to House/call for award nominees issued
- 15 NNA Convention Awards/NNA Hall of Fame nomination deadline

September

- 1 *The Nebraska Nurse* is in your mailbox
- 1 Names of district delegates due to NNA
- 5 Labor Day—NNA office closed
- 6 Ballot postmark Return Deadline/Closed Polls
- 15 NNA Convention hotel sleeping room reservation discount deadline
- 15 NNA scholarship (sponsored by A.L. Davis) application postmark deadline
- 15 NNA convention pre-registration deadline
- 14-16 ANA/CMA Lobbyist Meeting, Washington, DC
- TBA CE Approval Committee meets; 9 am-3 pm
- TBA NNA Board of Directors Meeting

October

- 10 *Nebraska Nurse*: Articles due to NNA state office
- 13 NNA Board of Directors Meeting, Holiday Inn, Kearney
- 14-15 NNA Convention/HOD—Holiday Inn Convention Center, Kearney, NE
- Nominating Committee looks for candidates for 2012

November

- Provider Renewal notices sent
- 5-6 ANA Constituent Assembly, Virtual Meeting
- 8 Election Day
- 24-25 Thanksgiving Holiday, NNA office closed
- TBA Budget and Finance Committee prepares annual budget

December

- 1 *The Nebraska Nurse* is in your mailbox
- TBA NNA Board Meeting (Friday night-Saturday afternoon)
- 23-31 Christmas Holiday, NNA office closed



Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (402) 475-3859 • Fax: (402) 328-2639 • admin@nebraskanurses.org

Please type or print clearly. Please mail your completed application with payment to: NNA, PO Box 82086, Lincoln, NE 68501-2086

Date _____

Last Name/First Name/Middle Initial _____ Home Phone Number _____

Credentials _____ Home Fax Number _____ Basic School of Nursing _____

Home Address _____ Work Phone Number _____ Graduation (Month/Year) _____

City/State/Zip Code + 4 _____ Work Fax Number _____ RN License Number/State _____

County _____ Position _____

Email Address _____ Employer _____

Membership Dues Vary By District

Membership Option

- M-ANA/NNA/District Membership** (chart below)
(Includes full membership to NNA and the American Nurses Association (ANA) for 12 months.)
- D-NNA/District Membership** (chart below)
(Full membership only. Includes NNA membership benefits limited to state and district membership.)

Membership Category

- F-Full Membership**
 - Employed full-time
 - Employed part-time
- R-Reduced Membership**
 - Not employed
 - Full-time student (must be a RN)
 - New graduate from basic nursing education program, within six months of graduation (first membership year only)
 - 62 years of age or older and not earning more than Social Security allows
- S-Special Membership**
 - 62 years of age or over and not employed
 - Totally disabled

Select your NNA district from the map at right; choose the correct membership option chart below; and find the appropriate dues for the category you have selected above.

State nurses' association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense.

Under the Omnibus Budget Reconciliation Act of 1993, that portion of your membership dues used by Nebraska for lobbying expenses is not deductible as an ordinary and necessary business expense. NNA reasonably estimates that the non-deductible portion of dues for the 2007 tax year is 31%.

Sponsor name and member # _____

Payment Plan (please check)

- Full Annual Payment**
Membership Investment _____
ANA-PAC (Optional - \$20.05 suggested) _____
Total dues and contributions _____
- Check (payable to ANA)
- Visa
- MasterCard

Payroll Deduction

This payment plan is available only where there is an agreement between your employer and NNA to make such deduction.

Payroll Deduction Signature* _____

To be completed by NNA/ANA

Employer code _____

State _____ District _____

Approved by _____ Date _____

Expiration Date _____ Amount Rec'd _____

Check # _____



Payment Plan (please check)

- Epay (Monthly Electronic Payment)**
This is to authorize monthly electronic payments to ANA. By signing on the line, I authorize NNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.
- Checking**: Please enclose a check for the first month's payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.
- Credit card**: Please complete the credit card information and this credit card will be debited on or after the 1st day of each month.

Epay Authorization Signature* _____

Annual Credit Card Payment

This is to authorize annual credit card payments to ANA. By signing on the line, I authorize NNA/ANA to charge the credit card listed for the annual dues on the 1st day of the month when the annual renewal is due.

Annual Credit Card Authorization Signature* _____

*By signing the Epay or Annual Credit Card authorizations, you are authorizing ANA to change the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts of chargebacks.

Credit Card Information

Bank Card Number and Expiration Date _____
 Authorization Signature _____
 Printed Name _____
 Amount \$ _____

2011 ANA/NNA/District Option Membership Dues by District					2011 NNA/District Option Membership Dues by District		
District	Monthly epay* (\$)		Annual Dues (\$)		District	Monthly epay* (\$)	
	Full (MF)	Reduced (MR)	Full (MF)	Reduced (MR)		Full (DF)	Full (DF)
1	22.13	11.31	259.50	129.75	1	15.29	177.50
2	23.58	12.04	277.00	138.50	2	16.75	195.00
3	23.34	11.92	274.00	137.00	3	16.50	192.00
4	22.17	11.34	260.00	130.00	4	15.33	178.00
5	21.83	11.17	256.00	128.00	5	15.00	174.00
6	21.25	10.88	249.00	124.50	6	14.42	167.00
7	22.92	11.71	269.00	134.50	7	16.08	187.00
9	21.25	10.88	249.00	124.50	9	14.42	167.00

*50 cent surcharge per month for epay feature

New NNA Members: October–December 2010

District 2

- Shelly Andreasen
- Rochelle Bangston
- Courtney Davis
- Julia Kass
- Tara Livingston
- Erin Merrill
- Patricia Montgomery

- Deb Savage
- Brooke Sherbeck
- Diane Walter
- Renee Wynegar

District 4

- Cindy Kempf
- Jill Loshonkohl

District 3

- Jordin Gorka

District 5

- Melissa Snyder

