THE UNITED STATES EMS COMPACT®

Interstate Commission for EMS Personnel Practice
5010 E. Trindle Rd, Suite 202, Mechanicsburg, PA 17050
(202) 888-4142 • info@emscompact.gov • www.EMSCompact.gov

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Arizona Appoints Nicole Witt as Commissioner

Nicole Witt, MPH, Interim Deputy Director for Public Health Services at the Arizona Department of Health Services, succeeds Commissioner Gail H. Bradley, MD, FACEP, FAEMS

WASHINGTON, DC (27 NOVEMBER 2026)— The Interstate Commission for EMS Personnel Practice today announced the appointment of Nicole Witt, MPH, as Arizona's Delegate and Commissioner to the Interstate Commission. The appointment was made by Debbie Johnston, Director of the Arizona Department of Health Services, by memorandum dated November 13, 2026. Commissioner Witt serves as Interim Deputy Director for Public Health Services at the Department, the state EMS authority, and succeeds Commissioner Gail H. Bradley, MD, FACEP, FAEMS. Commissioner Witt was recognized and seated by the Commission on November 19, 2026.



EMS Compact Commissioner
Nicole Witt, MPH
Arizona

Commissioner Witt is an experienced public health leader with more than 17 years leading health initiatives at the local, state, and provincial levels in the United States and Canada. She joined the Arizona Department of Health Services in July 2024 as Assistant Director of Public Health Preparedness, with responsibility for the Bureaus of EMS and Trauma System, Operational Readiness and Response, Immunization Services, and Infectious Disease Services. In August 2026, she became Interim Deputy Director for Public Health Services, which includes the Divisions of Preparedness, Prevention, and Public Health Resiliency, Environment and Policy. She holds a master's degree in public health and a bachelor's degree in anthropology.

"We are pleased to welcome Commissioner Witt to the Interstate Commission," said Kraig Kinney, JD, NRP, Chair of the Interstate Commission for EMS Personnel Practice. "Her leadership of Arizona's Bureau of EMS and Trauma System, and her experience in public health preparedness across the United States and Canada, will serve Arizona and the Commission well. We look forward to her contributions to advancing interstate EMS practice and protecting the public."

The Commission thanks Dr. Gail Bradley for her service as Arizona's inaugural Commissioner, beginning September 12, 2026, the day the Compact took effect in Arizona. The Commission also extends its appreciation to Director Debbie Johnston for the Arizona Department of Health Services' continued support of the Compact and its mission.

Arizona and the EMS Compact

Governor Katie Hobbs signed SB 1235 into law on June 19, 2026, making Arizona the 27th state to enact the EMS Compact. The law, codified at Arizona Revised Statutes § 36-2259, took effect on September 12, 2026. Qualified EMS clinicians licensed in other participating states hold a Privilege to Practice in Arizona, and the Arizona Department of Health Services retains full investigative and enforcement authority over every clinician practicing in the state.

For more information about the EMS Compact, participating states, or to validate an EMS clinician's Privilege to Practice, please visit www.emscompact.gov.

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About the Interstate Commission for EMS Personnel Practice

The Interstate Commission for EMS Personnel Practice is the governmental authority in the United States responsible for coordinating, regulating, and overseeing the interstate practice of Emergency Medical Services. Established by the Recognition of EMS Personnel Licensure Interstate Compact (REPLICA) legislation, the Commission is composed of appointed Commissioners from each Compact participating state and is vested with the authority to enforce compliance, administer national operations, resolve multistate regulatory and disciplinary issues, operate the National EMS Coordinated Database, and facilitate immediate license recognition and the Privilege to Practice across state lines. The EMS Compact has been enacted as law in 28 states. Of those, 27 states have implemented the Compact with active Privilege to Practice recognition, enabling more than 450,000 EMS clinicians to deliver care wherever and whenever needed—supporting routine operations, surge staffing, disaster response, recruitment and retention, and the demands of a modern, mobile workforce. The remaining state, Connecticut, has enacted the Compact with a delayed effective date. The Commission safeguards public protection, enhances national preparedness, and stands as the definitive model for multistate licensure in healthcare.

The EMS Compact is law in the following states:

Alabama • Alaska • Arizona • Arkansas • Colorado • Connecticut • Delaware • Georgia • Idaho • Indiana • Iowa • Kansas • Louisiana • Mississippi • Missouri • Nebraska • Nevada • North Dakota • Oklahoma • Pennsylvania • South Carolina • South Dakota • Tennessee • Texas • Utah • Virginia • West Virginia • Wyoming

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