



Scottsdale Police Department
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To: The NTOA Board of Directors

From: Sgt. Scott Williamson, SWAT-Crisis Negotiations Team Leader, NTOA Member #47088

RE: NTOA Western Region Director Recommendation for Lt. Nicholas Alamshaw

My name is Scott Williamson and I am currently the Sergeant overseeing Scottsdale's Crisis Response Team. I am also the Team Leader for our SWAT – Crisis Negotiations Team. I am writing this letter of recommendation on behalf of Lt. Nicholas Alamshaw. Lt. Alamshaw and I have crossed career paths on numerous occasions over the last 15+ years. I've had the good fortune of watching him grow and excel from a patrol officer to our current Tactical Operations Section Lieutenant. If I had to choose one word to describe Lt. Alamshaw, it would be "Driven". At every stage of his career, he has always sought out additional training, challenging experiences, and more importantly, ways to make himself and our department better.

One of my first experiences with Lt. Alamshaw was when he was assigned as an Officer to the Downtown District. I realized quickly that he was tactically sound, confident in his abilities, and made sound decisions based on commonsense, policy, and statute. Working in the Downtown District was "eventful" with typical nightlife incidents, involving regular uses of force. Lt. Alamshaw proved that he knew and practiced appropriate tactics, de-escalation techniques, and knew his case law. He was diligent at apprising supervisors of incidents that generated media attention, had a higher risk of civil liability, or were significant calls for service that needed to be reported to upper staff.

His skills and drive propelled him into becoming a SWAT operator, where he continued to shine. I was the Team Leader for CNT at the time and was able to see him begin his journey of becoming a strong respected leader in this organization. After a short time of proving himself as a decentralized member, he quickly became a Detective in our Special Assignments Unit. As I mentioned earlier, Lt. Alamshaw continuously looks for ways to support and enhance our officers and the department. Nothing proves this more than the numerous disciplines that he instructs: Firearms, Street Jumps, Fitness, Taser, SWAT Entry, and Lead Instructor for countless internal SWAT training programs.

I shared an office with Lt. Alamshaw when he was promoted to Patrol Sergeant. Even though I had already been a sergeant for about 9 years, I relied heavily on him for his tactical knowledge and his expertise on uses of force. I appreciated that we both recognized each other's strengths and we were not afraid to benefit from them.

Coincidentally, in 2021, Chief Walther started two new specialty units. Lt. Alamshaw was selected as the Sergeant, to build our new Human Exploitation and Trafficking Unit from the ground up while I was tasked to do the same with the brand-new Crisis Response Team. It was recognized immediately that the team he built and the program he was developing was special and it was instantly making a huge impact on our community. Over the last 3 years, his team has received numerous accolades for their missions and joint operations with other local and federal agencies. Lt. Alamshaw's ability to build fruitful partnerships that are based on trust and respect are a major reason his unit was/is so successful. During that time, he received a Chief's Award for Excellence – Investigative Supervisor of the Year.

Recently, Lt. Alamshaw was assigned to the Tactical Operations Section and he is currently my supervisor on SWAT. The moment he was assigned, he began to survey, gather data, have conversations with all the Team Leads, and discuss expectations and the Team's future. His focus on minimizing and mitigating high liability situations was an immediate focal point. Already, we have seen adjustments in our section, that in typical Lt. Alamshaw fashion, will only make us better.

He continues to be "Driven" and that's not limited to just the department. He is a devoted family man that always makes time to build memories with his wife and children. His philanthropy work through the Scottsdale Charros organization is felt by many that benefit from his involvement. His motivation seems to always make him do the "extra", just like his involvement with the Arizona Tactical Officer Association Board and now with his desire to become a member of the National Tactical Officer Association Board.

I hope I was able to paint a small picture of why I believe that Lt. Alamshaw should have the honor of serving as NTOA's Western Director. His proven leadership, vast experience, numerous partnerships, and far reaching respect can only enhance the NTOA's already exceptional reputation.

Respectfully,

A handwritten signature in blue ink that reads "Sgt. Williamson" with a stylized flourish. To the right of the signature is the handwritten number "#834".

Sgt. Scott Williamson, #834 NTOA Member #47088

The Crisis Response Team

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