



Scottsdale Police Department

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Police Department

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Date: August 7, 2024

To: Whom It May Concern

From: Scott Galbraith, Sergeant-Special Assignments Unit

Subject: Letter of Recommendation for Nicholas Alamshaw

It has been my pleasure to have worked with Nicholas Alamshaw in the Scottsdale Police Department Tactical Operations Section. As a member of the Special Assignments Unit/SWAT Team, I first met Nicholas in 2010 when he successfully past the screening and testing process to become a member of the decentralized component of the SWAT Team. Nicholas immediately demonstrated the discipline, work ethic, and commitment needed to become an exceptional operator on the SWAT Team. Nicholas was committed to his training and teammates, which led him to becoming a valued member of the SWAT Team. In 2012, Nicholas had the opportunity to test for the Special Assignments Unit (SAU). SAU is the full-time component of the SWAT team. SAU is responsible for all tactical applications as it relates to hostage rescue, armed barricades, high-risk search warrant services, open field tracking, dignitary protection, undercover rescue, and violent fugitive apprehension. SAU also conducts unconventional law enforcement techniques and operations such as surveillance and undercover operations as well as technical surveillance and electronic data collection. Only operators in good standing on the SWAT Team are eligible to apply for SAU. Nicholas successfully passed the testing process and became a member of SAU. Nicholas quickly began training and learning the skills and mindset necessary to become a successful SAU operator. Nicholas demonstrated that he worked well in a small team tactical environment and developed quality relationships with his fellow SAU squad mates. Nicholas thrived in SAU and continued to hone his tactical and communication skills. Nicholas was selected to become the "Point" operator for SAU and the SWAT team. This is a highly respected position, which requires an exceptional tactical acumen as well as superior decision making and communication skills. Nicholas demonstrated an outstanding performance as the "Point" operator and earned the trust of Team Leadership and his squad mates. Nicholas remained in this position until promoting to Sergeant and becoming a Team Leader in 2019 on the SWAT Team.

As a Team Leader, Nicholas oversaw the decentralized operators of the SWAT Team. Nicholas spent time ensuring new operators to the Team were progressing and developing through their training cycle. Nicholas was able to mentor and lead the new operators. Also, as a Team Leader, Nicholas was in charge of developing operations plans, leading tactical operations, and evaluating and updating SWAT policies, procedures, and tactics. Nicholas continued to demonstrate his commitment to the SWAT Team through his hard work, leadership, and dedication to the success of the Team. Nicholas remained as a Team Leader until promoting to Lieutenant.

In 2023, as a Lieutenant, Nicholas was selected to takeover leading the SWAT Team as the SWAT Commander. As the SWAT Commander, Nicholas is in charge of leading and overseeing the operations of the following components of the SWAT Team: Crisis Negotiations, Technical Operations, Tac K9, Tac EMS, and the tactical operators. As the Tactical Operations Commander, Nicholas has demonstrated through numerous operations that he clearly understands the roles, responsibilities, and the duties of each component of the SWAT Team and how to manage all the elements so they function in harmony with each other to reach the tactical and operational goal of the mission. In Nicholas' current position, he has done an outstanding job of building relationships with other local teams, federal entities, and tactical organizations. These relationships have built trust among the different entities and has helped the Scottsdale SWAT Team further develop its capabilities. As the SWAT Commander, Nicholas is constantly obtaining information about current law enforcement trends, equipment, and case law to help the Team operate as efficiently and within best practices as possible.

Over the years, Nicholas has clearly demonstrated his commitment to law enforcement and especially the tactical component of law enforcement. Nicholas is a true professional and is dedicated to maintaining SWAT standards. I highly recommend Lieutenant Nicholas Alamshaw for the position he is seeking within your team.

Sincerely,

A handwritten signature in blue ink, appearing to read "Scott Galbraith". The signature is fluid and cursive, with a large initial "S" and "G".

Scott Galbraith, SGT
Scottsdale Police Department
Tactical Operations Section
Special Assignments Unit
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