



Police Department

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Scottsdale Police Department
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To: NTOA Executive Director
From: Commander Scott Smith
Date: August 6th, 2024

I am writing to recommend Lt. Nicholas Alamshaw for the position of Western Region Director for the National Tactical Officer's Association. I have had the honor of being a law enforcement officer for 27 years, 17 of which have been in multiple ranks and disciplines within our SWAT team and the SWAT community. Many of these team years have been spent working directly with Nick.

Nick is currently assigned as the Tactical Operations Section Lieutenant and SWAT Commander. This section includes two Special Assignments Units and a Technical Operations Unit. The primary reason I am recommending Nick for this position is his proven dedication to the law enforcement profession, the community, and specifically, Special Weapons and Tactics. In addition, Nick has a propensity for creating and nurturing relationships that are invaluable for the sharing of information and the ability to help keep our profession forward looking. As outlined below, you will see his experience, dedication, and versatility.

Nick started with the Scottsdale Police Department in November of 2007. He has shown a passion to learn and teach regardless of the assignment. This started as a Field Training Officer in Patrol followed by joining the SWAT team in 2010 and then successfully being selected as a detective in the Special Assignments Unit (SAU). Our SAU Units are composed of SWAT Team members. While in SAU, he became a Precision Rifle Observer, Less Lethal and Chemical Munitions Instructor, Firearms Instructor, Physical Fitness Instructor, CQB Instructor, and Taser Instructor. Nick served as the point operator and Officer in Charge (OIC) of his squad for multiple years. As OIC, he was responsible for apprehension missions that included street jump vehicle immobilization tactics of violent fugitives, undercover rescue missions involving narcotics transactions, surveillance missions, and serving as an alternate team leader during SWAT search warrant missions.

After promoting to Sergeant, Nick served a Patrol Supervisor, SWAT Team Leader, and Sergeant Field Training Officer. Also, during this time, he implemented Pepper Ball as a Non-Lethal option for Patrol and SWAT. He worked to create policy, train the department, and purchase equipment for the Pepper Ball program. As a SWAT Team Leader, Nick embraced the importance of developing and fostering relationships. He always maintained communication with surrounding agencies, along with agencies across the country. Nick was able to coordinate taking several detectives to Los Angeles to spend a week with LAPD SWAT to see how they operated and how we could utilize different tactics to move our SWAT team forward. When Nick became a Detective Sergeant for the Human Exploitation and

Trafficking Unit (HEAT) he was tasked with developing and leading this newly formed unit. He was responsible for the training, policy development, budget, grants, and collaboration with other HEAT Units across the Phoenix Metro area plus organizing, planning, and executing multiple multi agency Human Trafficking Operations.

In 2022, Nick was promoted to Lieutenant, where he served as a Watch Commander until he was selected to be the Tactical Operations Section Lieutenant. As the Lieutenant for this section, he manages and leads the Technical Operations Unit (TOU) and Special Assignments Unit (SAU). His responsibilities include: the functional management of the department's SWAT team involving the coordination of training, equipment, deployment, policies, use of force review, OSHA compliance, etc.; and supervision of the alternate SWAT Lieutenant, Crisis Negotiations, CBRN response capabilities, Tech Support, and Tactical Emergency Medical Support (TEMS) Program.

Nick served on the Arizona Tactical Officers Association Board of Directors from 2018-2021. During that time, he was the Treasurer and Secretary. While serving on the board he and the other board members hosted the Arizona Tactical Officers Association Annual Training Conference. As a board member he was responsible for locating speakers, vendors, and everything else involved in hosting a two-day tactical training conference.

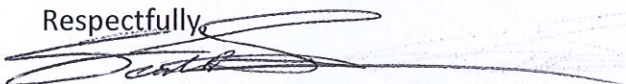
In 2021, Nick became a member of The Scottsdale Charros. The Scottsdale Charros is an all-volunteer, nonprofit group of business and civic leaders that help build our community by supporting youth sports, education, and charitable causes.

In 2022, Nick was appointed by the Governor of Arizona to serve on the Arizona Human Trafficking Council. The Arizona Human Trafficking Council was established to address human trafficking in Arizona through strategic and targeted human trafficking prevention and awareness efforts. The Council is authorized under Executive Order 2015-12 to develop a comprehensive and coordinated victims' service plan; evaluate and report to the governor on statewide human trafficking data; promote greater collaboration with law enforcement, state agencies, and the community-at-large; and raise public awareness about victims' services, restitution, and prevention.

In 2023, Nick was elected as a Board Member for Scottsdale Leadership. Scottsdale Leadership is a Non-Profit Arizona Leadership Organization that teaches the ideal of servant leadership and community trusteeship, leading with the desire to serve first and only then, to lead.

As you can see, Nick is dedicated to our profession, the community, and the pursuit of excellence. I believe he would be an excellent representative for the Western Region. Thank you for your time and consideration.

Respectfully,



Commander Scott Smith, #655
Special Investigations Division