



GRAYPOINT STRATEGIES

Director & Founder

Paul Grattan Jr.



Paul Grattan Jr., Profile and Bio

Paul is a Law Enforcement Field Advisor for the New York State Division of Criminal Justice Services and a former sergeant and 22-year veteran of the New York City Police Department. After completing his undergraduate work at John Jay College of Criminal Justice he was appointed to the NYPD in July of 2001. While in the Police Academy he responded to the 9/11 terrorist attacks on the World Trade Center, participating in the recovery and security operations in the weeks that followed. Upon graduating from the Academy, Paul was assigned to Brooklyn's 72nd Precinct where he served on patrol, with the Street Narcotics Unit, and as a member of the Community Policing Unit. Upon his promotion to sergeant in 2008, he was assigned to Transit District 4 on Manhattan's east side, where he led a plainclothes team responsible for combating felony crimes and sexually motivated offenses throughout the nation's busiest metropolitan rail system.

In 2014 Paul was selected as team manager for the Police Commissioner's Reengineering Initiative, defining goals and recommending reforms that would lead to improvements in the agency's human capital and morale, and in 2018 he became a Policing Fellow with the National Police Foundation. In November of that year Paul received a discretionary promotion to Sergeant Special Assignment.

Paul was most recently assigned to the office of the NYPD's Chief of Transit, where he was part of a dynamic team that oversaw the administration of the 2,500 sworn members who police New York City's subways. Specializing in transportation security and external communications, he was principally responsible for strategic communications, policy review, and managing the bureau's digital media platforms. Paul was one of the NYPD's first Digital Communications Officers and routinely provided training and guidance on communications strategy.

After a 22-year career with the NYPD, Paul began his role as Law Enforcement Field Advisor for New York State's Division of Criminal Justice Services in 2023. He currently provides training, technical assistance, and program policy guidance in the areas of evidence-based policing strategies, gun and violent crime reduction, and problem-oriented policing.

Outside his work in law enforcement Paul is managing director at Graypoint Strategies, LLC – a public safety training and consulting group – where he provides training and support to law enforcement agencies and public safety providers.

Paul is also a NY State certified police instructor and a contract instructor with the Savage Training Group– one of the nation's leading law enforcement training companies. He holds a bachelor's degree in Criminology from John Jay College of Criminal Justice, a Certificate in Criminal Justice Education from the University of Virginia, a master's degree in Public Administration from the University of Phoenix, and is a graduate of the 254th session of the F.B.I. National Academy.

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