



RENATA KOWALCZYK

Correctional Officer

Correctional Sergeant with 14 years of progressive corrections experience and 4 years in a first-line supervisory role. Run shifts of 18-24 officers across housing, intake, and SHU posts. Track record on staff retention, clean audits, and incident command during emergencies.

CONTACT INFORMATION

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EDUCATION

- Colorado Corrections Supervisor Academy, CDOC, 2021
- A.A.S. Criminal Justice, Pueblo Community College, 2010

KEY SKILLS

- Shift command and post assignment
- Use-of-force review and approval
- Incident command (on-scene IC for disturbances)
- Overtime and staffing budget management
- PREA compliance and audit prep
- ACA standards familiarity
- Staff coaching and progressive discipline
- Field training program design
- Crisis negotiation
- CDOC report writing and policy interpretation
- Defensive tactics instructor
- Mental health observation coordination

PROFESSIONAL EXPERIENCE

Correctional Sergeant I 2021 - Present
Greystone Penitentiary, Pueblo, CO

- Lead C-shift of 22 officers across 4 housing units totaling 612 inmates, owning briefing, post assignments, counts, and end-of-shift reports.
- Cut shift overtime spending by 23% in 2023 through better post coverage planning and earlier callouts, without leaving posts unfilled.
- Acted as on-scene incident commander for a kitchen disturbance involving 14 inmates, restoring order in under 8 minutes with no serious injuries.
- Review and approve all use-of-force reports for C-shift, with 100% of 2023 submissions accepted by the warden's office without rewrite.
- Run quarterly defensive tactics and OC refreshers for the shift, signing off on annual qualifications for every officer assigned.

Correctional Corporal I 2018 - 2021
Greystone Penitentiary, Pueblo, CO

- Acted as senior officer on the SHU tier, handling rounds, property, and mental health referrals for up to 96 segregated inmates.
- Trained 19 newly assigned officers through the corporal-led 60-day on-tier program over three years.
- Coordinated cell-side mental health rounds with CDOC clinicians, helping prevent 2 active self-harm attempts during the assignment.
- Stepped up as acting sergeant during vacancies, covering shift commander duties for 6-week stretches in 2020.
- Updated SHU post orders to match a 2019 PREA policy change, with revisions adopted facility-wide.

Correctional Officer I 2013 - 2018
Sandstone Correctional Complex, Canon City, CO

- Worked medium-custody housing, perimeter, and transport posts on a 4-day rotation.
- Earned CERT team selection in year 3, responding to 30+ planned and unplanned use-of-force events.
- Completed Field Training Officer certification and trained 11 new officers across 2016-2018.
- Recognized with a Director's Coin for actions during a 2017 dorm fire evacuation of 84 inmates without injury.

Correctional Officer I 2010 - 2013
Bluffside County Jail, Trinidad, CO

- Started career in a 240-bed county jail, working booking, housing, and visitation posts.
- Promoted from probationary to senior officer ahead of standard timeline based on shift commander reviews.
- Logged zero sustained grievances during 3 years on the floor.