



Wellwaukee Newsletter



September 2026

Healthy Aging: Well at Work, Well at Home, Well Into Retirement

We're celebrating Healthy Aging Month all September-long! You can look forward to more energy for things you love, deeper connections with the people who matter most, and the freedom to pursue your passion without limits. It's not about adding years to your life, it's about adding life to your years!



Strength Training & Women's Bones

- ❖ Supports bone and muscle during hormonal changes
- ❖ Improves balance and stability
- ❖ Helps maintain independence and reduce fall risk
- ❖ Common myths

Myth: "Strength training makes women bulky"

✓ Building large muscles takes specific training and nutrition, most women do not bulk unintentionally

Myth: "Cardio is enough"

✓ Strength training supports muscles and bones in ways cardio alone cannot

Myth: "I'm too old / it's unsafe"

✓ Strength training can be safe and beneficial at any age when done properly



Stronger with Age for Men

- ❖ **Prostate health:** 1 in 9 men will develop prostate cancer. Talk with your doctor about screening based on your individual risk
- ❖ **Heart health:** 1 in 4 men have high blood pressure. Check your blood pressure and cholesterol regularly
- ❖ **Colon cancer:** Begin screening at age 45
- ❖ **Nutrition:** Build balanced meals and include key nutrients:
 - ✓ Zinc supports testosterone and immunity
 - ✓ Magnesium supports sleep and stress
 - ✓ Vitamin D supports bones and immunity
 - ✓ Omega-3s support heart health and inflammation
 - ✓ B vitamins support energy and brain health



How Does Aging Impact Weight?

Hormonal (examples: testosterone, cortisol, insulin, thyroid and estrogen) imbalances over time can not only negatively impact sleep, stress and energy levels, but they can negatively affect muscle, metabolism and weight regulation. At the same time, poor sleep, unchecked stress and low energy levels can result in lifestyle choices that lead to unwanted weight gain.

The good news is balancing hormones can be helped through daily habits like choosing mostly healthy foods, practicing sleep hygiene, using stress outlets and partaking in physical activity.



Healthy Weight with UHC

Looking for simple ways to build healthier eating habits and manage your weight? Check out two video presentations focused on [Mindful Eating](#) and achieving a [Healthier Weight](#). You'll learn practical strategies you can use every day to make more intentional food choices and create sustainable habits.

Looking for more structure and support? [Real Appeal](#) weight loss and healthy living program can help you take small steps that lead to big results and lasting change over time.

Between school pickups, activities, and everything else fall brings, a little support can go a long way.

Explore **Care.com Care Benefits** and find help with child care, senior care, pet care, tutoring and more.

Register for an upcoming Care Talk and hear from experts on caregiving, parenting, wellness and other topics designed to help make life a little easier.



Enroll or log in for support: care.com/yourbenefits





Benefit Highlight: Name or Update Your Retirement Plan Beneficiaries

Have you designated a beneficiary for your Deferred Compensation benefits yet? Even if you chose a beneficiary when you first enrolled in the DCP, you may want to verify that your choice is up to date. Circumstances change and your beneficiary designation should reflect that change. Designating a beneficiary to receive the assets in your account in the event of your death can make a difficult time for someone you care about a little easier. Also, please remember that your Deferred Compensation beneficiary designation is separate from your benefits with the Employees' Retirement System (e.g., pension and group life insurance)—when updating your beneficiaries, please be sure to update all of them.

Update your DCP beneficiary by either logging in to your account or by completing this form:

[BENEFICIARY DESIGNATION FORM](#)



Is your child's smile ready for school?

Tooth decay is the single most common chronic infectious disease affecting U.S. children. Your dentist will demonstrate how to clean your child's teeth properly, look for potential problems and check overall oral growth and development. Visit the DER page for more information on your [Dental Benefits](#).



Small Steps, Stronger Support: Understanding Addiction

Today's employers are finding themselves with an expanding list of issues that are threatening the health and well-being of their employees. In fact, 90% of employers say they are concerned about alcohol, opioids, mental health disorders and chronic stress in their workplaces, according to a recent NSC employer survey. More than half said impairment is decreasing the safety of their workplace. Check out [this study](#) done in 2022 regarding the impact COVID-19 had on workplace substance use & mental health.

Be a Quitter

Change doesn't have to be all-or-nothing. Trying but failing gives us experience on what does and doesn't work.

- **Dry-ish month.** Pick a slow month to practice cutting back.
- **The two-drink rule.** Practice setting limits before you go out, not after.
- **Alcohol-free weekdays.** Keep workdays free of alcohol/drugs, no matter what the weekend looks like.
- **Find your people.** A coworker, friend, relative or support group, whatever gets you support without a lecture.
- **Watch the triggers.** Stressful shift, budget meeting from hell? Notice what makes you reach for something and follow the three P's (Predict, Prepare, Plan).
- **Full stop.** Sometimes full sobriety is the best and only option.

Sober Curious?

More people are rethinking their relationship with drugs and alcohol. You don't need to "hit rock bottom". You don't need a dramatic backstory to cut down, cut back or be sober. "I just want to feel better on Monday mornings" is enough reason.

Why Bother?

- **Better sleep.** Substances might knock you out, but they wreck your actual sleep QUALITY.
- **Clearer head.** Helpful when operating heavy machinery, reviewing permits or explaining to a resident why their pothole ticket is still open.
- **Fewer legal and job risks.** Especially relevant if your job involves driving, equipment or safety-sensitive work. A clear head keeps your career...and your CDL.

Heavy loads are easier to carry when shared. If you or someone you know needs assistance with substance use or their mental health, reach out to our confidential EAP coordinator for assistance. Not ready to reach out, but looking for additional resources? No problem! Check out the **EAP webpage** at city.milwaukee.gov/der/eap for resource links, a topical informational library and on-demand topical webinar library.