

MEMORANDUM

October 13, 2015

TO: Government Operations and Fiscal Policy Committee
Health and Human Services Committee

FROM: Jean C. Arthur, ^{JCA} Legislative Analyst

SUBJECT: **Discussion:** Report of the Council's Working Group on Healthier Nutrition Options in County Government Facilities

Background

The County Council appointed the Working Group on Healthier Nutrition Options in County Government Facilities on April 22, 2014. The Council charged the group with finding ways to provide healthier nutrition options in food outlets in County government facilities.

The working group reviewed material and spoke with representatives from jurisdictions in the Washington area and around the country that have adopted legislation and policies requiring healthier food options within their facilities. The group also reviewed data and literature on healthy vending and its relation to eating habits and poor health. See the report at ©A-H for more information on the Working Group's findings.

The Working Group issued its final report on April 1, 2015. The report included recommendations to improve the food offerings in Montgomery County Government facilities. The recommendations are summarized below.

Recommendations

- County government contracts for cafeteria and café service should include requirements for healthy items.
- Each cafeteria should have at least one hot entrée each day that meets the USDA guidelines for healthy eating, and that item should be clearly labeled as a “healthy” or “good” choice.

- County staff should work with the current cafeteria vendor to modify their offerings to include healthy entrees. Staff should ensure that the vendor does not rely on a simple salad bar to meet the requirement for healthy options. Employees should have the option of an entrée that meets USDA dietary guidelines for healthy eating.
- County staff should work with all current vendors (cafeteria, café and vending) to modify offerings to make available healthy choices and develop a plan to market those items and their health benefits.
- Vendor offerings should be monitored regularly to ensure that they remain in compliance.
- Vending machine contracts should always include a requirement for snacks that fit into the USDA guidelines.
- Vending machine content should be monitored to ensure compliance.
- Vending machine content should be labeled on or near the machine so that users can make informed choices.
- The nutritional data should match the items placed in the machine and not just items that the vendor may have in its inventory.
- County staff should work with vendors to identify new products that meet the guidelines.

Progress

As of October 1, 2015 the Office of Procurement has an Invitation for Bid that it will soon issue on behalf of the Department of General Services. The IFB requires that 50 percent of the contents of the vending machines meet the USDA guidelines for healthy eating and that the machines be wrapped with a message of the County's choice. Both DGS and the Office of Procurement are still refining the IFB in response to conversations with other jurisdictions, such as Arlington County and the City of Alexandria.

The County's current vending machine contract runs until May 15, 2016.

State of the Vending Machines

Council staff surveyed the vending machines and cafeterias in the Council Office and Executive Office Buildings and found mixed results.

Of the three machines in the COB, two are for beverages and one for snacks. One of the beverage machines is of the kind that you cannot see the supply; it has two options for water but staff does not know if it actually has water. The other beverage machine has forty-five slots with ten set aside for flavored water or sports beverages. On October 6, 2015 two slots were half filled with flavored water and one with Gatorade. All of the water slots were empty. The machine with snacks had one slot with fruit snacks and one with trail mix.

The machines in the EOB were all well stocked with water, flavored water, sports drinks, juice, trail mix, nuts and popcorn snacks.

Both cafeterias had salad bars and grill options to allow for a healthy choice. In addition, the buffet offerings included choices such as steamed rice and vegetables.

Attachments:



Report of the Working Group on Healthier Nutrition Options in County Government Facilities: Resolution No. 17-1056	A-H 1-2
Description of the <i>Healthy Eating Active Living</i> (HEAL) Cities, Towns and Counties campaign	3-6
Material on Kaiser Permanente <i>Eat Healthier at Work</i> (Healthy Pick) campaign	7-8
Washington Post blogpost on vending machine content in state and local government facilities	9-11
Eat Well Work Well material on creating a healthy vending machine environment at the workplace	12-15



**Report of the Working Group on
Healthier Nutrition Options in
County Government Facilities**

*April 1, 2015
Montgomery County, Maryland*

Background

On April 22, 2014, by Resolution 17-1056, the County Council approved establishment of a working group to study providing healthier nutrition options in County government facilities. The resolution specifies that the working group members will include the County Health Officer, the Wellness Program Manager, the Manager of Labor and Employee Relations, and representatives of the Department of General Services (DGS), the Department of Health and Human Services (DHHS), the Office of Human Resources (OHR), Council staff, and UFCW Local 1994.

The members are:

Dr. Ulder Tillman

Department of Health and Human Services
County Health Officer

Linda Goldsholl

Department of Health and Human Services
AAHP Diabetes Education Program Manager

Leigh Ann Henderson

Wellness Program Manager
Office of Human Resources

Yvette Cuffie

Secretary/Treasurer
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President
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Linda McMillan

Senior Legislative Analyst
Council Staff

Walt Harris

Legislative Senior Aide
Office of Councilmember George Leventhal

The working group held its first meeting on June 26, 2014 and quickly concluded that the question is not whether to have healthier nutrition options in food service outlets in County government facilities, but rather how to implement such a program. We chose to focus primarily on vending machines since the cafeterias and cafés offer more variety from which to choose. However, we do make recommendations that are specific to cafeterias and cafés in addition to those on vending machines.

In our discussions, we acknowledged that County government employees are subject to the same lifestyle health issues as the rest of the general population and that based on the sales from vending machines, users tend to purchase the less healthy options.

The Council established this working group to make recommendations on healthier nutrition options in County government facilities, but we recognize that the project has to go beyond just the items available in the vending machines. We have to educate employees and give them the resources to make healthy food choices. We have to ensure that employees have healthy food options while at work. Equally important is the need to change the way employees view food so that they make good food choices throughout their lives, not just while in the workplace. That requires an on-going education program.

Data and Literature Review

More than 60 percent of United States residents are overweight or obese. People 40 years old and over are the largest and fastest growing demographic in that category.¹ According to the three health care providers that serve Montgomery County government, that statistic is reflected among County government employees.

One-third of adults consume 50 percent of their daily caloric intake at the work place. Some authorities on the subject estimate that up to 20 percent of these calories are consumed through sugary beverages.² Another study has found that shift workers have higher levels of unhealthy food consumption.³

A survey of the literature available on the subject of healthy vending shows that intervention is essential for a successful transition from employees selecting only the junk food items to picking items with nutritional value. Some traditional interventions have included: pricing (increasing unhealthy; decreasing healthy; food subsidies; vouchers), nutrition education, the variety of options available, and the visibility of healthy options versus unhealthy items.

Studies have shown that both reducing the price and increasing the visibility of the more nutritionally dense food items result in increases in healthier food choices.⁴

Studies have found that early presented options on a buffet line are consumed more often.⁵

People consumed 2.2 more pieces of chocolate when stored in clear jars versus opaque jars and 1.8 more pieces when the supply is located near the person's desk versus across the room.⁶

The U.S. Food and Drug Administration has finalized two rules requiring that calorie information be listed on menus and menu boards in chain restaurants and similar retail food establishments and vending machines. The menu labeling rule applies to restaurants and similar retail food establishments if they are part of a chain of 20 or more locations, doing business under the

¹ Sawada, K., Ota, E., Shahrook, S., & Mori, R., Financial incentive policies at workplace cafeterias for Preventing Obesity, *Systematic Reviews*, Vol 3:128, 2014

² Lessard, L., Poland, M., Trotter, M. Lessons Learned from a Healthy Vending Pilot Program in Delaware State Agency Buildings, *Preventing Chronic Disease*, Vol 11:14, 2014

³ Keogh K., Shift work and Vending Machines to Blame for Poor Workplace Diet, *Nursing Standard*, Vol. 29:8

⁴ Liberato, S., Baile, R., Brimblecombe, J., Nutrition Interventions at Point of Sale to encourage Healthier Food Purchasing; *BMC Public Health*; Vol. 14:919

⁵ Wansink, B. & Hanks, A., Slim by Design: Serving Healthy Foods First in Buffet lines Improves Overall Meal Selection, *PLOS One*, Oct 2013, vol. 8;10

⁶ Savacool, Most insidious diet breaker: snacks at your desk, *USA Today*, 1/4/2015

same name, offering for sale substantially the same menu items and offering for sale restaurant-type foods. These establishments are to come in compliance by December 1, 2015. The vending machine rule requires operators who own or operate 20 or more vending machines to disclose calorie information for food sold from vending machines, subject to certain exemptions. Vending machine operators have until December 1, 2016 to come into compliance.⁷

Montgomery County has been in the forefront on nutrition labeling, having required it since July 1, 2010 (MCC §15-15A).⁸ The County's law requires restaurants with twenty or more locations nationwide to display nutritional information for items on the menu.

County Government Food Service Facilities

County government facilities have the following food service outlets:

- Cafeteria, Council Office Building, Rockville
- Cafeteria, Executive Office Building, Rockville
- Cafeteria (opening soon), Public Safety Headquarters, Gaithersburg
- Café, Gaithersburg Public Library
- Café (opening soon), Silver Spring Public Library
- Vending machines in most facilities (209)

The cafeterias offer a variety of hot and cold items, including entrees, salad, side-dishes, sandwiches and snacks.

The cafés offer hot beverages, cold beverages, pastries, pre-made sandwiches, fruit and other lite fare.

The vending machines offer a variety of snack items, including candy bars, chips, crackers, soft drinks and water.

What is a healthy meal?

The Dietary Guidelines for Americans are jointly issued and updated every 5 years by the Department of Agriculture (USDA) and the Department of Health and Human Services (HHS).

The guidelines describe a healthy diet as one that:

- Emphasizes fruits, vegetables, whole grains, and fat-free or low-fat milk and milk products;
- Includes lean meats, poultry, fish, beans, eggs, and nuts; and
- Is low in saturated fats, *trans* fats, cholesterol, salt (sodium), and added sugars.

⁷ <http://www.fda.gov/Food/IngredientsPackagingLabeling/LabelingNutrition/ucm248731.htm>

⁸ The law took effect on July 1, 2010 and establishments had until January 1, 2011 to come into full compliance.

What is a healthy snack?

Most jurisdictions and agencies that are pursuing healthy vending use the U.S. Department of Agriculture Dietary Guidelines for Americans as the basis to create standards defining healthy snacks. Typically, a snack is a healthy option if a serving meets the basic criteria below:

Calorie limits:

- ° Snack items: ≤ 200 calories per serving

Sodium limits:

- ° Snack items: ≤ 200 mg

Fat limits:

- ° Total fat: ≤ 35% of calories
- ° Saturated fat: < 10% of calories
- ° Trans fat: zero grams

Sugar limit:

- ° ≤ 35% of calories from total sugars in foods

Employees should be encouraged to purchase the healthier items.

It is not enough to have the items available. The County government must promote healthier eating through education and incentives.

Government offices around the region and the country have successfully used several strategies to promote healthy eating among employees. Among those are:

- Labeling – This includes placing the nutritional information about an item in the machine or near the machine. It also can include “eye-catching” stickers aimed at giving immediate feedback on the nutritional value of an item – for example, a green “Go” sticker on a fruit basket or a red “Whoa” sticker on an item that has little nutritional value.
- Placement – Place the healthier items at eye level in a vending machine or first in the buffet line at a cafeteria.
- Pricing – Healthier items should not cost more than less nutritional items. Some jurisdictions choose to increase the price of less healthy snacks and lower the price of healthier options, so that the one subsidizes the other. Other jurisdictions directly subsidize the cost of healthier items so they can be priced lower.
- Branding – The County can adopt a slogan and require that the vending machine contractor and other food service vendors promote it. For example, all Arlington County vending machines are wrapped in the “Fit Arlington” banner.
- Nutrition education – In addition to providing labels with nutritional content near all food items, the County government can provide a variety of educational opportunities

for employees on healthier eating. These can range from simple steps like educational posters to nutrition workshops and weight management programs.

Progress to Date

- 1) The Department of General Services recently issued a solicitation for proposals for vending machine contracts. The solicitation requires the vendor to stock all machines with 50 percent of items that meet the USDA Competitive Food Standards, which among other requirements, limit snack foods to 200 calories or less and no more than 35 percent of calories from total fat per package. Below are some of the requirements in the solicitation:
 - A. No more than two slots may have a candy bar that doesn't meet the USDA Standards.
 - B. No more than two slots may have regular potato chips that don't meet the USDA Standards.
 - C. No more than two slots may have cookies that don't meet the USDA Standards.
 - D. At least three slots of dried whole fruits or vegetables, dried whole fruit or vegetable pieces, and dehydrated fruits or vegetables with no added nutritive sweeteners must be provided.
 - E. At least two slots of nuts and/or seeds with no added nutritive sweeteners or fats must be provided.
 - F. Preference will be given to products with two grams or more of fiber per serving.

The following beverage products may be stocked in machines:

- A. Plain water or plain carbonated water (no size limit)
 - B. Low fat (1%) milk and/or nutritionally equivalent milk alternative (soy/rice), unflavored
 - C. Non-fat milk and/or nutritionally equivalent milk alternatives (soy, rice), flavored or unflavored
 - D. 100% fruit/vegetable juice
 - E. 100% fruit/vegetable juice diluted with water (with or without carbonation), with no added sweeteners
 - F. Diet teas, diet sodas, and other low calorie beverages (less than 40 calories per 8 fluid ounces).
- 2) The Department of General Services attempted to bridge one of the vending contracts that the working group had identified and reviewed but encountered several barriers that resulted in DGS developing its own contract requirements. The group looked at contracts from Fairfax, Arlington and the City of Annapolis. These contracts were not bridgeable because of either costs or like services.

- 3) Staff contacted the three health care providers, Carefirst BlueCross BlueShield, United Health Care and Kaiser Permanente, that contract with Montgomery County Government to obtain assistance in educating employees about healthy eating. All three providers emphasized that they are ready to use their resources in partnership with the County government to provide wellness services to employees.
- 4) The Office of Human Resources is launching a comprehensive wellness program.

Further Steps

The working group recognizes the need to offer employees the opportunity to consume healthier food items when making purchases at the workplace. But we believe this is only one part of the picture. In addition to making healthy food choices available, we see a need for educating employees about what constitutes a healthy choice and about lifestyle changes in general. To that end:

- County government contracts for cafeteria and café service should include requirements for healthy items.
- Each cafeteria should have at least one hot entrée each day that meets the USDA guidelines for healthy eating, and that item should be clearly labeled as a “healthy” or “good” choice.
- County staff should work with the current cafeteria vendor to modify their offerings to include healthy entrees. Staff should ensure that the vendor does not rely on a simple salad bar to meet the requirement for healthy options. Employees should have the option of an entrée that meets USDA dietary guidelines for healthy eating.
- County staff should work with all current vendors (cafeteria, café, and vending machines) to modify offerings to make available healthy choices and develop a plan to market those items and their health benefits.
- Vendor offerings should be monitored regularly to ensure that they remain in compliance.
- Vending machine contracts should always include a requirement for snacks that fit into the USDA guidelines with a goal of increasing the percentage that are healthy.
- Vending machine content should be monitored to ensure compliance.
- Vending machine content should be labeled on or near the machine so that users can make informed choices.

- The nutritional data should match the items placed in the machine and not just items that the vendor may have in its inventory.
- County staff should work with vendors to identify new products that meet the guidelines.

Future considerations

When the goal is changing the way employees choose food to the point that they are eating healthily most of the time, it is hard to measure success. A lot of eating happens at places other than the workplace where analysis is not possible.

However, after providing options in the foods that are offered at work and engaging in an education campaign, sales at County government food outlets should be measured to gauge if employees' choices have changed.

The attachments include methods the working group found to be best practices culled from jurisdictions around the country and from literature. The following are two strategies that we found in some jurisdictions and that the County can consider in the future if goals for increased selection of healthy food are not met.

To subsidize or not to subsidize?

Some jurisdictions choose to subsidize the price of healthier food in vending machines, thereby making them lower-priced and more appealing to purchasers. For example, water would always cost less than soda and the County would pay the vendor for the difference in the price. This strategy has budget implications.

Should the County government receive a financial benefit from food sales in County facilities?

The solicitation for vending machine services requests a quote on the percentage of the net revenue the company will pay the County on all vending machines. A response of 0% is allowed, and currently the vendor does not make a payment to the County.

We found that many jurisdictions receive some financial incentive from the vendors for the privilege of selling their wares in a government facility. This seems to be more prevalent with vending machines. Staff found that many jurisdictions require the contract holder to pay a fee for using the space for the vending machine. Some jurisdictions use these funds for a specific program or project. For example, in Washington State, vending machine revenue is designated for programs for the blind.

Resolution No.: 17-1056
Introduced: April 8, 2014
Adopted: April 22, 2014

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

By: Council Vice President Leventhal, Council President Rice and
Councilmembers Navarro, Branson, Riemer, Berliner

SUBJECT: Resolution to establish a Working Group on Healthier Nutrition Options in
County Government Facilities

Background

1. There are currently 168 juice, soda and snack machines located in County Government facilities.
2. There are nine cafeterias and eateries in County buildings for use by both employees and visitors.
3. State and local jurisdictions contract with vendors to provide large amounts of food for resale to employees and visitors to County buildings. Directing their food dollars towards healthier options drives demand for healthy products and spurs companies to reformulate their products.
4. Public agencies should be a model for providing healthy food options.
5. Healthier options in public buildings and facilities contribute can contribute to Montgomery County's goal of addressing obesity and nutrition.
6. Between FY 2002 and FY 2011, County Government expenditures to provide health insurance to current and retired employees increased by 126% from \$49 million to \$110.8 million.

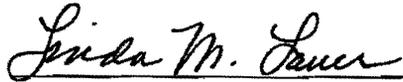
Action

The County Council for Montgomery County, Maryland approves the following resolution:

The Council approves the establishment of a Working Group on Healthier Nutrition Options in County Government Facilities. Members will

include the County Health Officer, the Wellness Program Manager, the Manager of Labor and Employee Relations, and representatives of the Department of General Services (DGS), the Department of Health and Human Services (DHHS), the Office of Human Resources (OHR), Council staff, and UFCW Local 1994. The Working Group will issue an interim report by December 1, 2014 and a final report by April 1, 2015.

This is a corrected copy of Council action.



Linda M. Lauer, Clerk of the Council



Institute
for
Public
Health
Innovation

Leadership at the Intersections of Health

Healthy Eating Active Living (HEAL) Cities, Towns, & Counties Campaign for the Mid-Atlantic

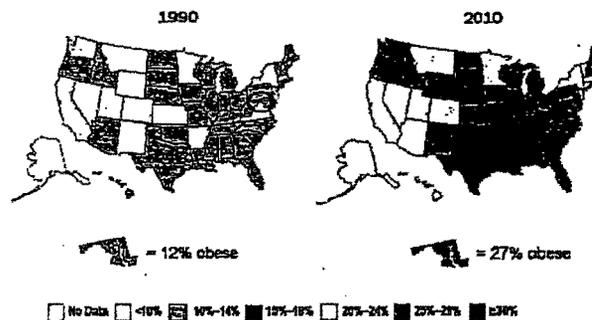
Why is the HEAL Cities, Towns, & Counties Campaign necessary?

The obesity epidemic is on the rise. It is costly to Marylanders, and threatens the long-term health and quality of life for residents. It is also the reason that today's youth may—for the first time in modern history—live shorter lives than their parents.¹



Obesity Trends* Among U.S. Adults

(*BMI ≥ 30.0 or ≥ 30 lbs. overweight for 5'4" person)



Source: Behavioral Risk Factor Surveillance System CDC

The science of weight gain has not changed between 1990 and 2010. So what has?

People want to be healthy. Our health is shaped by the places in which we live, work, and play. Our day-to-day routines are influenced by our environments in ways we may not recognize on a daily basis. For example:

- When the closest store doesn't sell fresh ingredients, it's more convenient to get takeout than prepare a nutritious dinner.
- When the stairwell is locked, the elevator is the easiest way to get up to the office.
- When playgrounds are closed after school hours, kids choose video games rather than playing outside.

These are all consequences of policies. These may seem small and subtle, but over time these consequences add up. Maryland's cities and towns can promote policies that allow healthy habits to form effortlessly. For example, policies that keep stairwells in City Hall unlocked allow employees to take the stairs. Spending 3 minutes taking the stairs a few times a day is easier than scheduling a 30-minute gym session into your daily routine.

Why policy?

Healthy eating and active living (HEAL) is not just for individuals or families. HEAL policies can greatly impact the way people live – and improve both the physical and fiscal health of a community. So, municipal leaders across the United States are now recognizing that HEAL policies should be part of short- and long-term city planning as a key component to reducing health care costs, creating safer community environments, improving quality of life and attracting economic development. The HEAL Cities, Towns, & Counties Campaign is committed to ensuring that this region remains a great place to live, work, do business and play.

While educational and programmatic approaches are important, HEAL Cities, Towns, & Counties focuses on local policies that set the framework and shape the environment in which employees, residents and businesses make decisions about nutrition and physical activity. Policies are a sustainable approach to positive environmental change.

How does the HEAL Cities, Towns, & Counties Campaign help build healthy, prosperous communities?

The HEAL Cities & Towns Campaign actively supports government leaders to adopt local policies that promote healthy eating and physical activity environments, in order to help make healthy choices the easiest choices for residents to make.

The empowers Maryland localities to articulate their visions for what a healthy community looks like to them, and pursue that vision with free support from the Campaign.

HEAL Cities & Towns Campaign works with Municipal leaders to:

- See their role in shaping healthy communities
- Assess their municipality's physical activity and food environments
- Identify specific opportunities for their municipality to improve its physical activity and food environments
- Make those opportunities happen
- Get recognition for their work

How does the HEAL Cities, Towns, & Counties Campaign support local elected officials?

(All provided FREE of cost)

- Sample policies
- Strategies for successful policy adoption
- Presentations at City council meetings/work sessions
- Regional trainings
- Webinars
- HEAL staff working on-site with you/staff
- Phone access to HEAL Cities & Towns staff

Select Benefits of Joining HEAL Cities, Towns, & Counties Campaign

- Technical assistance on policy work
- Marketing materials, including use of Campaign logo
- Media relations assistance
- Recognition at Maryland Municipal League events

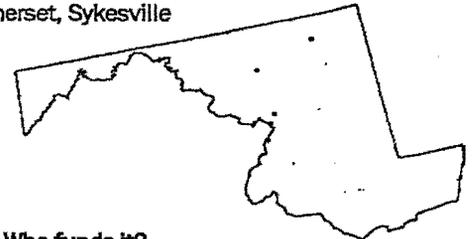
Who is doing this already?

- Bel Air, Bladensburg, Colmar Manor, Greenbelt, Forest Heights, Somerset, Sykesville



Put Your Community on the Map!

The first 15 communities to join become part of the *Inaugural Class of HEAL Cities & Towns in Maryland!*



Who runs the HEAL Cities, Towns, & Counties Campaign for the Mid-Atlantic? Who funds it?

The HEAL Cities & Towns Campaign for the Mid-Atlantic is part of a growing national campaign that is currently taking place in California, Oregon, and Colorado. The Institute for Public Health Innovation embarked on this initiative in 2012 with funding from Kaiser Foundation Health Plan of the Mid-Atlantic States and a strategic partnership with the Maryland & Virginia Municipal Leagues.

For more information: www.healcitiesmidatlantic.org or Twitter: HEALMidAtlantic
Email: mjones@institutephi.org or Call: (202) 407-7088 x1026

Be a City with a Healthy Workforce

Every city wants a healthy workforce. Health care costs are lower, productivity is higher, and morale is better. Recognizing that healthy people work in healthy places, municipalities are examining their workplace policies to see what options exist to facilitate healthy environments for their employees.

For every dollar invested by employers in workplace wellness programs, there was an average savings of more than \$3.¹

Health care costs are an increasing burden on municipal budgets. Those costs could be reduced if fewer employees suffered from the chronic diseases related to overweight and obesity.

Preventable chronic diseases, such as diabetes and heart disease, account for more than 75% of all health care expenditures.² Nationally, the economic cost of obesity is over \$215 billion per year.³

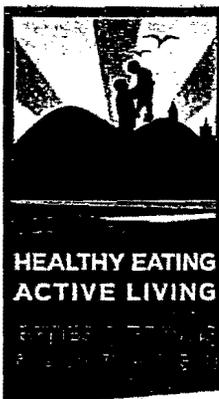
To improve the health of their workforce and stem their costs from medical care utilization, injury, and lost productivity, many cities and towns are adopting workplace wellness policies to create environments where making healthy choices is easy for their staff members.

This fact sheet offers strategies that municipalities can take to make the initial commitment to employee health and wellness. Once cities and towns have taken the steps outlined in this fact sheet, an additional fact sheet provides additional guidance to institute specific nutrition, physical activity, and breastfeeding policies.

1. Fit Together NC. Workplace Wellness. Retrieved May 5, 2009, from <http://fittogethernc.org/WorkplaceWellness.aspx>

2. Centers for Disease Control and Prevention. 2004. Chronic disease overview. Retrieved April 30, 2009 from <http://www.cdc.gov/nccdphp/overview.htm>.

3. Hammond, R.A., & Levine, R. (2010). The economic impact of obesity in the United States. *Diabetes, Metabolic Syndrome and Obesity: Targets and Therapy*, 3, 285-295. DOI: 10.2147/DMSOTT.S1384



The Healthy Eating Active Living (HEAL) Cities & Towns Campaign provides free technical assistance and coaching to help city officials adopt policies that improve their communities' physical activity and food environments. Supporting healthy choices is essential to address the obesity epidemic among Maryland's children and adults.

The HEAL Cities & Towns Campaign for the Mid-Atlantic is part of a growing national

campaign that is currently taking place in California, Oregon, and Colorado. The Institute for Public Health Innovation embarked on this initiative with funding from Kaiser Foundation Health Plan of the Mid-Atlantic States and a strategic partnership with the Maryland & Virginia Municipal Leagues.

This fact sheet is one in a series providing background information and policy ideas for healthy cities and towns.

Make the Commitment to Employee Health and Wellness:

1. Gather Support

Is there top-level support for workplace wellness?

YES! Proceed to step two. NO

1. Complete an assessment of leadership's support
2. Initiate conversations with employees who have expressed interest in their personal health and wellness. Look for others, especially those in management, who can be champions.
3. Consult with others in your organization and gather data to make the case. Data that are especially powerful include medical claims costs related to obesity and chronic disease, how the organization's medical claims are trending over time, and utilization of sick leave.
4. Look to similar municipalities that have successfully implemented workplace wellness initiatives to find out how they overcame their barriers to gathering support.
5. Along with your champions, share your findings with the appropriate committees and executives.

2. Form a Workplace Wellness Committee

Does your municipality have a committee that is devoted to employee health and wellness efforts?

YES! Proceed to step three. NO

1. Utilize your municipality's processes to initiate a formal committee, and get all permissions needed. Find out how much work time and how many employees can be allocated to the committee.
2. Identify people in the organization who will be engaged and serve as role models to others, including those champions from Step 1.
3. Ensure that the committee is representative of the workforce by including people from a variety of departments and work schedules. Consider including an executive; representatives from HR, Parks & Rec, Benefits, and Marketing; and someone with a health/wellness background.
4. Identify a Chair for the committee. It may be best for this person to have a background in wellness.
5. Develop a monthly or quarterly meeting schedule

3. Adopt a Workplace Wellness Policy

Does your municipality already have a policy that formalizes the wellness committee and formalizes the municipality's commitment to health and wellness?

YES! Proceed to step four. NO

1. Review the policy template with the committee. Make any necessary changes.
2. Utilize your municipality's processes to adopt the policy. Workplace wellness policies are often housed in Human Resources.



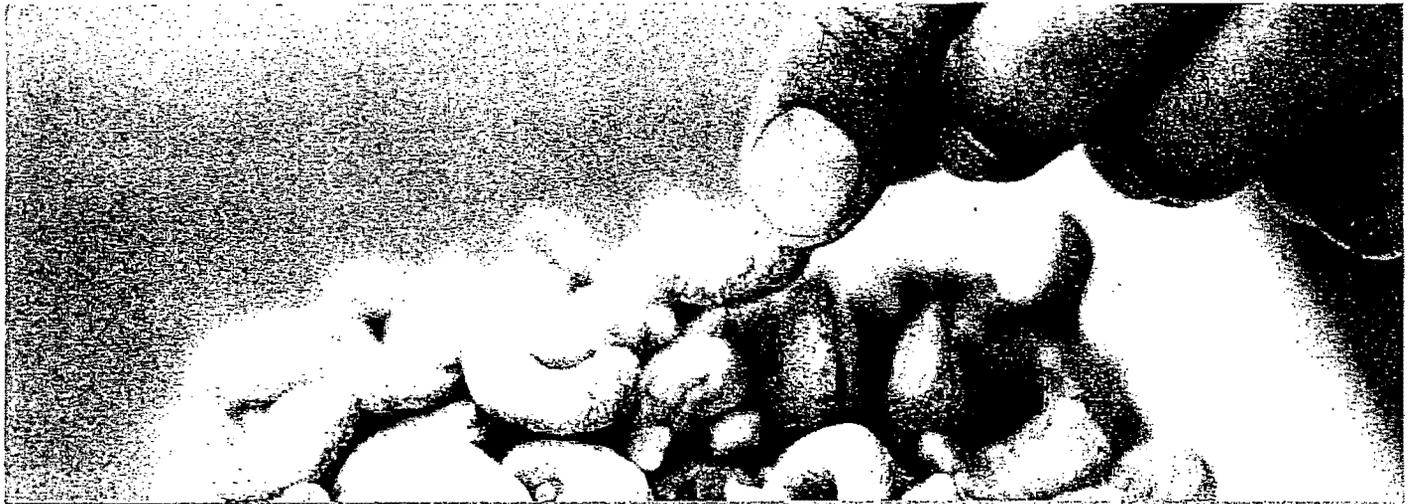
4. Adopt Nutrition and Physical Activity Policies

1. Review an additional HEAL Cities & Towns fact sheet which outlines how to adopt policies in the areas of healthy meetings, active stairwells, healthy vending, breastfeeding, and more!
2. Check-out the HEAL Cities & Towns webinars:
 - ⇒ [Creating Healthy Food Access in Municipal Workplaces One Bite at a Time](#)
 - ⇒ [Creating a Culture of Wellness in Municipal Workplaces: Moving Beyond the Health Fair and the Fun Run](#)
 - ⇒ [How Worksite Wellness Can Support Physical Activity and Nutrition](#)
 - ⇒ [Nutrition Standards for Beverages and Food Sold and Served in City Facilities, Programs and Events](#)
 - ⇒ [Leading by Example: Nutrition Standards for Food & Beverages](#)

Join the HEAL Cities & Towns Campaign

Go to www.healcitiesmidatlantic.org, learn about policy options, let us know what you are doing, and/or contact the campaign:

Marisa Jones, mjones@institutePHI.org (202) 407-7088 x 1026



Encourage picky eating with Healthy Picks

Kaiser Permanente Healthy Works

Healthy eating can help your employees increase their energy, better manage chronic conditions, and improve their concentration—boosting overall productivity. Make good nutrition a part of their workday with healthier snack choices in your vending machines. It's easy with Healthy Picks.

It's easy to install Healthy Picks at your worksite

1. Contact your Kaiser Permanente representative to get started.
2. Download Healthy Picks posters, stickers, and other materials at businessnet.kp.org to promote good nutrition at work.
3. Contact Canteen Vending Services* or a vendor of your choice to order healthy snacks for your workforce.

What's a healthy snack pick?

- Snacks with 200 calories or less
- Fruits and nuts with no added sugars or coatings
- Nonfat or low-fat (1%) dairy products
- Items with less than 35% of calories from fat and no trans fats
- Snacks that contain no more than 400 mg of sodium

Help your employees make healthier eating a priority in their workday. To get started, contact your account manager or enrollment specialist.

* Kaiser Permanente has contracted with Canteen Vending Services to supply healthy food choices that meet our Healthy Picks guidelines. This arrangement does not provide employers any discounts on products or services.

† "Healthy Picks: A Program to Change the Kaiser Permanente Food Environment," Kaiser Permanente, June 7, 2007.

Be a
picky
eater.



It's easy. And it works. After we implemented Healthy Picks at Kaiser Permanente facilities in Northern California, more than 80% of our employees said it helped them choose healthier snacks!

businessnet.kp.org

Business Marketing Communications
7249-0046-01-r96 August 2009

KAISER PERMANENTE. thrive



Healthy Pick

Still browsing the vending machine and wondering what to get? Do all your choices seem loaded with sugar, saturated fat, or salt? Well, rest assured, your eating experience just got healthier.

Eat healthier at work

Kaiser Permanente and your employer are teaming up to give you healthier food choices at work. Even relatively simple changes in your diet can help you feel livelier and more energetic. And that's exactly what making a Healthy Pick is all about—better living through better health.

When you see a Healthy Pick sticker, it means that food item in your office vending machine meets Kaiser Permanente nutritional standards.



A Healthy Pick contains no more than:

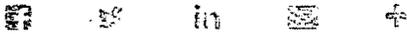
- 35% of its calories from fat
- 10% of its calories from saturated fat
- 35% of its total weight from sugar
- 400 mg of sodium per snack item
- 1,000 mg of sodium per main course item

Nutritional standards vary in the case of nuts and lean proteins that are high in omega-3 fats.

So look for the Healthy Pick sticker and be a picky eater. Check out kp.org/healthypicks to find more bite-sized ways to feel healthier.

Wonkblog

The government is still stocking vending machines with junk food



Advertisement

By **Roberto A. Ferdman** October 3 at 8:00 AM  Follow [@robferdman](#)

The health food movement might have taken over public school lunches, but it hasn't trickled down enough to alter the contents of the country's vending machines.

A new analysis of nearly 1,000 vending machines on state and local government-owned properties by the Center for Science in the Public Interest (CSPI) found that food dispensers at public parks, court houses, city and town halls, libraries, public hospitals, state university campuses, and highway rest stops around the nation are filled with, well, junk.

"Vending machines on state and local property are stocked primarily with unhealthy products," the study concludes.

Indeed, more than 75 percent of all items found in the vending machines containing food were candy, chips, and cookies, according to CSPI's findings. Almost a third were candy (just over a third if one

chooses to include "fruit gummies" in the category); another 28 percent were potato chips; and 16 percent were cookies and other baked goods.

And more than half of all the items sold in vending machines containing beverages were sodas — 56 percent, to be exact. Another 20 percent are sports drinks, like Gatorade, fruit drinks, which are not to be confused with juices, and energy drinks, like Red Bull and Monster.

While it's probably not feasible (or financially viable) to sell produce exclusively in the country's public vending machines, a higher proportion of healthier options like fruits, nuts, and vegetables wouldn't hurt. Especially when the government is working to reign in the country's waistline, which has expanded to a point that almost three quarters of the population is overweight.

"It doesn't make much sense to have a big obesity prevention effort and then sell soda and candy out of their own vending machines to their employees, program participants, and visitors," said Katherine Bishop, a nutrition policy associate at CSPI.

Federal, state, and local governments don't, of course, stock the vending machines themselves — vending machine retailers do. But altering the contents of food and beverage dispensers at city halls and public parks around the country is, of course, within federal, state, and local government's power.

Mandating that more public vending machines carry a higher proportion of healthier options wouldn't be unprecedented. Many states already do. California, for instance, requires 35 percent of food and at least two-thirds of beverages sold through vending machines in state buildings to meet specific nutritional guidelines. Tennessee requires 30 percent of products sold in vending machines be healthy, while Iowa says 25 percent of food and 50 percent of beverages must meet specific nutritional standards.

And making vending machines more healthy might be pretty

The Most Popular All Over

TAMPA BAY TIMES

Heather Van Nest off the air at WTSP in Tampa

THE WASHINGTON POST

For quarantined relatives in U.S. Ebola case, extra...

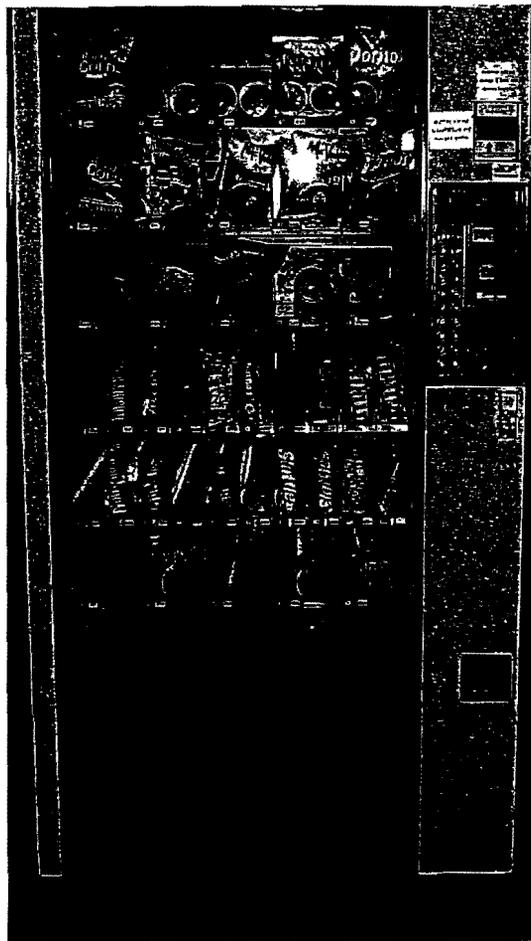
SALON

Duggar daughter blames the Holocaust on evolution, then...

prudent. Americans, after all, have soft spot for the sorts of unhealthy snacks vending machines are stocked with. Chips, chocolate, and cookies are three of the four most popular snacks among American adults.

Roberto A. Ferdman is a reporter for Wonkblog covering food, economics, immigration and other things. He was previously a staff writer at Quartz.

WHAT'S IN YOUR VENDING MACHINE?



Eat Well Work Well is a resource for employers to create a worksite environment that is supportive of healthier food choices and lifestyles for employees

Do you ever have to grab a lunch
that looks like this?



Total of 1,100 calories and 45 grams of fat

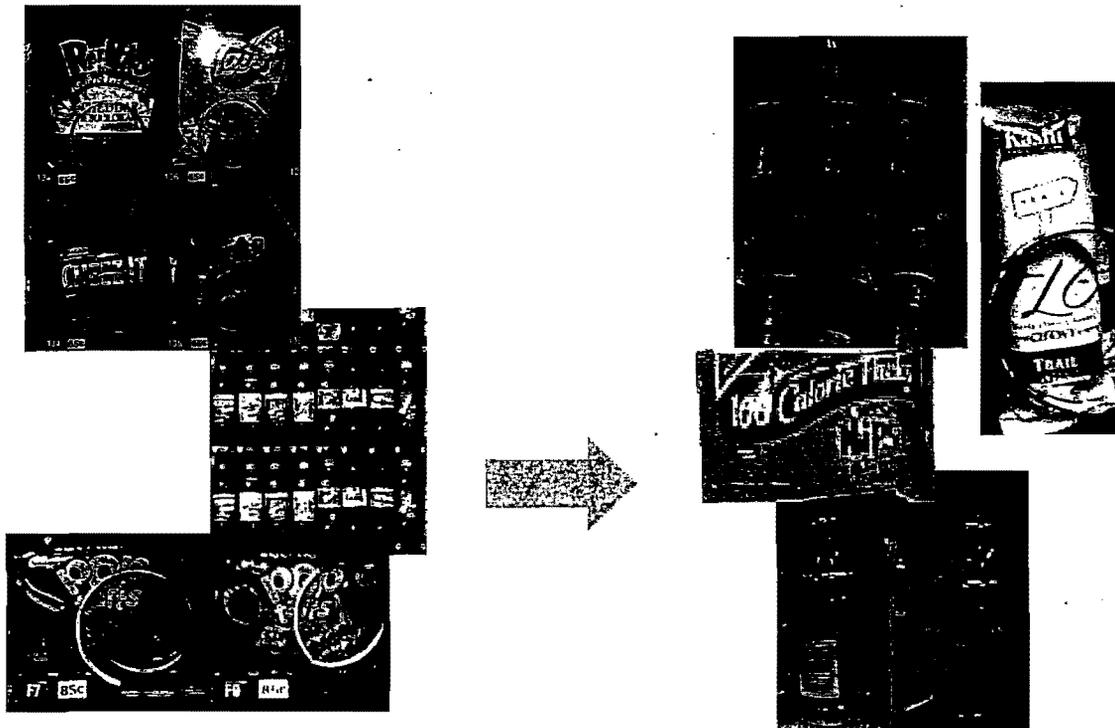
With a healthy vending program
perhaps your quick lunch could
look more like this...



Total of 370 calories and 6 grams of fat plus many vitamins and minerals

What can my worksite do?

- ◇ Adopt a healthy vending policy
- ◇ Negotiate with vendor to increase the number of healthier choices available
- ◇ Change the pricing structure of vending items
- ◇ Educate employees about healthier choices
- ◇ Change placement of items in the vending machine
- ◇ Place signs on or around the vending machine promoting healthier choices



VISIT EAT WELL WORK WELL
ONLINE TO GET STARTED TODAY

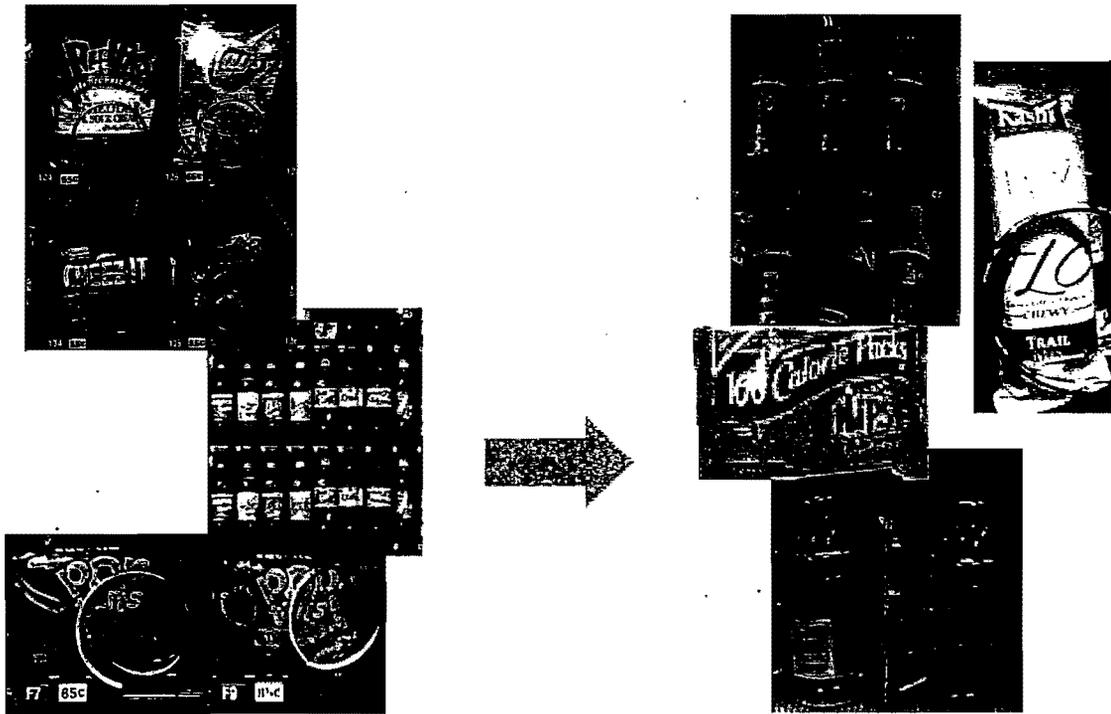


<http://eatwellworkwell.org>

Everyone gets busy.

Make a healthy "on-the-go" choice possible!

Ask for healthy options in your vending machines



Eating better can help you...

- ◇ feel better,
- ◇ get more done,
- ◇ and stay healthier!



<http://eatwellworkwell.org>