

MONTEREY COUNTY

HEALTHY FOOD POLICY TOOLKIT



Developed by the Monterey County
Health Promotion Partnership

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INTRODUCTION

On ____, the Monterey County Board of Supervisors approved the Monterey County Healthy Food Policy. This requires all County departments to adopt and implement food service guidelines that meet the County's Nutrition Standards (Standards). The County's Nutrition Standards follow the guidance of the 2015-2020 United States Department of Agriculture's Dietary Guidelines for Americans. They set criteria to ensure that healthy options can be found in cafeterias, cafes, on-site retail venues, vending machines, meetings and events.

This toolkit supports the County's effort to foster health and create work environments in which opportunities to eat healthy are accessible and achievable for all staff and visitors. This guide provides recommendations and resources on how to incorporate more nutritious food and beverage options in County workplace settings.

This toolkit was developed by the Health Promotion Partnership, Monterey County's Employee Wellness Program, to support departments and staff in the implementation of the Standards. We hope you will find this guide a useful resource as you share in the commitment to making County work environments more healthful.



MEETINGS & EVENTS

Meetings, events, and celebrations are a major part of workplace culture. Food and beverages served are often high in unhealthy fats, added sugars, and salt, while low in fruits, vegetables, and whole grains.

Offering foods that comply with the County's Nutrition Standards supports Health Promotion's commitment to foster healthy lifestyles and create an environment that makes the healthy choice the easy choice for staff, business partners and customers.

Please keep in mind participants with food allergies and dietary restrictions. Use these tips and selections as a guide to make the healthy choice the easy choice:

BREAKFAST

- **Protein:** Include healthy proteins such as eggs and low-fat dairy products. Try plain Greek yogurt and serve with fresh fruit and nuts as toppings. Avoid processed meats such as bacon and sausage.
- **Fruit:** Provide fresh fruit, whole or sliced, rather than juice.
- **Whole grains:** Select whole grain breads and baked goods. For items such as bagels and muffins, choose "mini" versions or cut larger portions in half.

Caterers & Restaurants	Grocery Stores
Eggs – hard-boiled, scrambled, or egg dishes such as frittata with vegetables	Plain yogurt, with toppings of fresh fruit or frozen berries and nuts
Fruit platter, fruit salad, or whole fruit	Pre-made fruit platter or fruit salad or whole fruit
Whole grain baked goods such as bread, muffins, and bagels. Better accompaniments include nut butters, whipped cream cheese, and sliced vegetables	Whole grain bread or English muffins. Better accompaniments include nut butters, whipped cream cheese, and tomato and cucumber slices
Oatmeal and toppings on the side	Plain, instant oatmeal (have hot water available) with fruit, nuts, and cinnamon on the side

LUNCH

- **Sandwiches and wraps:** Choose whole grain sandwich breads, tortillas and flatbreads; healthy proteins such as roasted turkey, grilled chicken or vegetables; condiments such as mustard, hummus, or avocado on the side; and sliced tomatoes, cucumber, leafy greens or other vegetables.
- **Entree salads:** Start with colorful greens and sliced veggies, and add protein such as tuna, grilled chicken, hard-boiled eggs or beans. Provide additional healthy toppings such as avocados and nuts, and limit toppings of cheese, bacon bits, croutons, and crispy wonton strips. Choose vinaigrette dressings over creamy ones, and serve them on the side.
- **Pizza:** Top with lots of veggies and limit processed meats and cheese. Look for whole wheat crust and cut the pie into smaller slices.
- **Desserts:** Serve sliced or whole fruit, or a platter of half fruit and half small-portioned baked goods.

Caterers & Restaurants	Grocery Stores
Sandwich halves on platters	Make your own sandwich or wrap: whole grain bread, pita, or tortillas; turkey, chicken, or marinated tofu; assorted vegetables; and condiments such as hummus, mustard, vinaigrette, or avocado
Boxed lunches: choose entrée salads or sandwiches made with lots of vegetables on whole grain breads or wraps. Ask the caterer to substitute fruit for the cookie and a vegetable side dish for the chips. Serve dressings and other condiments on the side.	Create your own salad bar: salad greens, cherry tomatoes, shredded carrots, other sliced veggies, chopped nuts, and rinsed beans; or choose a pre-made salad.
Proteins: baked or grilled chicken, turkey, fish, tofu, and legumes such as lentils or beans	Prep-prepared deli sides such as bean salad
Grains: whole grain bread, pasta and rice dishes	
Soups: broth-based soups instead of creamy soups	Soups made with vegetable puree or non-fat milk or vegetable based soups

SIDES & SNACKS

Caterers & Restaurants	Grocery Stores
Vegetable platter with hummus or guacamole, Roasted, steamed, grilled, or stir-fried vegetables	Pre-made veggie platter or Raw vegetables such as baby carrots, snap peas, and cherry tomatoes with hummus or guacamole
Fruit platter, fruit salad, or whole fruit	Pre-made fruit platter, fruit salad, or whole fruit
Brown rice, quinoa, beans, whole grain couscous or pasta or side salads made with these ingredients	Whole grain pasta salads with light vinaigrette
Unsalted nuts and/or seeds	Unsalted nuts and/or seeds or mix made primarily with nuts and unsweetened dried fruit
Unsalted nuts and/or seeds	Plain yogurt with fruit and nuts toppings

BEVERAGES

When food and beverages are provided at County meetings, events, and programs, whether purchased from a caterer, local grocery store, or dining facilities, a beverage that meets the standards of this policy must be available at all times. Drinking water is suggested to always be provided.

- **Water:** Serve water, preferably tap water, in pitchers or other types of water dispensers. Encourage participants to bring their own reusable beverage containers.
- **Unsweetened hot beverages:** Provide regular and decaf coffee, tea, and herbal tea. For “creamers,” offer milk and soy or almond milk instead of half & half or artificial creamers.
- **Other beverages:** Consider iced teas or carbonated water, flavored or unflavored with no added sweeteners; a spa water bar with cucumber and citrus slices or whole strawberries; or spritzers made from seltzer and a splash of 100% fruit juice. Limit fruit and vegetable juices to 4-8 oz, if served at all.

FLAVORED WATER RECIPES



Kiwi Berry Blend

Makes 4 servings. 1 cup per serving.

Prep time: 5 minutes

Ingredients

- 1-2 kiwis, sliced or cut in chunks
- 2 cups strawberries, cut in half

Preparation

1. Fill pitcher halfway with ice.
2. Add sliced kiwis and strawberries.
3. Fill with water. Chill for at least 20 minutes before serving.
4. Store in refrigerator and drink within 24 hours.



Drink water instead of sugary drinks.

Flavor your water.



LOL Blend

- 1 lemon, sliced
- 1 orange, sliced
- 2 limes, sliced

Rosemary Watermelon

- 3 cups cubed, seeded, watermelon
- 2-3 sprigs rosemary, washed

Peachy Strawberry Medley

- 2 cups strawberries, cut in half
- 1 peach, pitted and cut in chunks

Preparation

1. Fill pitcher halfway with ice.
2. Add fruit and prepared ingredients.
3. Fill with water. Chill for at least 20 minutes before serving.
4. Store in refrigerator and drink within 24 hours.

Serving Tips

- See the flavor—use a clear pitcher.
- For a stronger flavor, cut the fruit into smaller pieces.
- Drink within 24 hours.

rethink
YOUR DRINK

CHAMPIONS
for CHANGE

CDPH
California Department of
Public Health

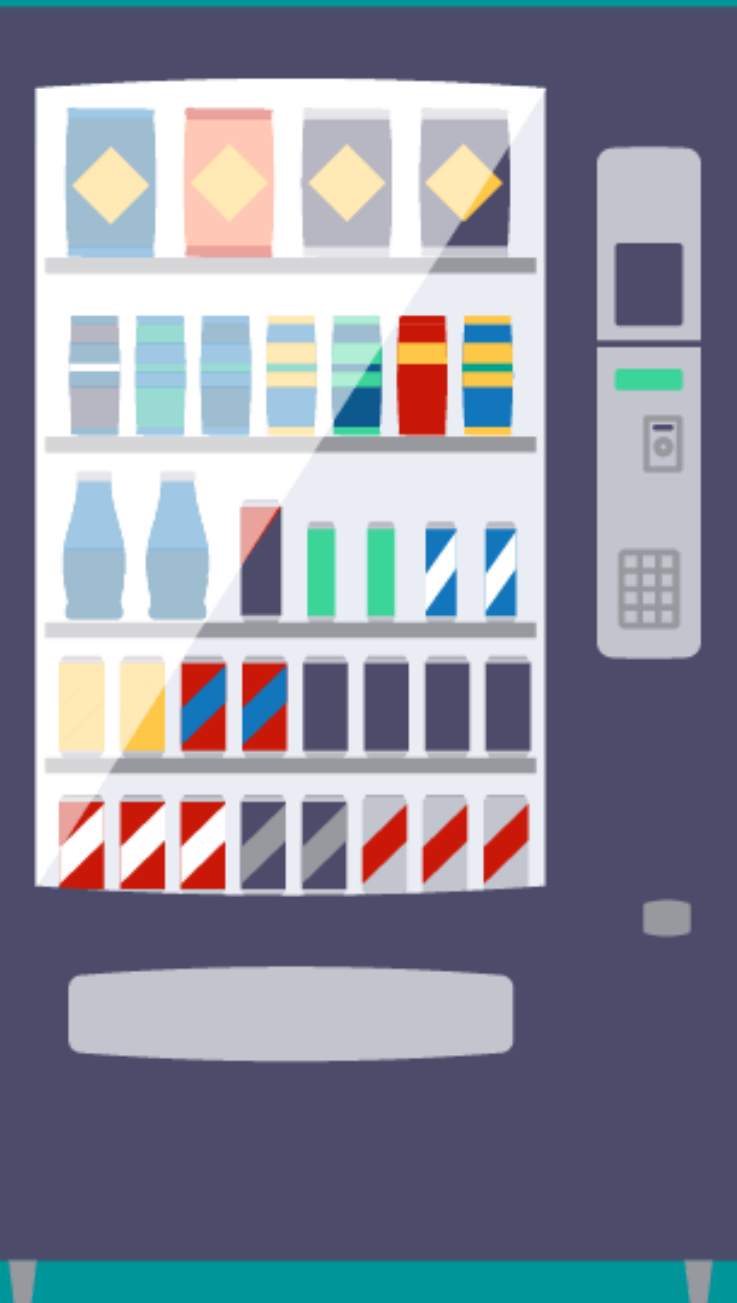
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VENDING MACHINES

Healthy vending options increase consumer choice by expanding access to healthier snacks and beverages. All snacks sold in County contracted vending machines must adhere to the following Standards (except plain nuts and fruit/nut mixes):

- Contents of package must be a single serving size
- No more than 35% calories from fat (excluding snacks made of 100% nuts and/or seeds)
- No more than 10% calories from saturated fat
- No more than 35% sugar by weight (excluding fruits and vegetables)
- Zero trans fats
- No more than 360 milligrams of sodium per item
- 10% of snacks per machine must contain two or more grams of fiber per serving
- At least one snack per machine must be low sodium ($\leq 140\text{mg/serving}$)



EXAMPLES OF SNACKS THAT COMPLY WITH THE POLICY



Baked chips



Unsalted nuts



Whole or dried fruit (no sugar added)



Pretzels

VENDING MACHINES

All beverages sold in County contracted vending machines must adhere to the following Standards:

- Water, including carbonated water, with no added caloric sweeteners
- Non-sweetened coffee or tea
- Plain non-fat or 1% low fat dairy milk
- Plant derived milk (e.g. soy, rice, almond) with ≤130 calories per 8 ounce serving
- 100% fruit and vegetable juice (8 ounce serving or less)
- Low calorie beverages (including unsweetened tea and/or diet soda with 40 calories or less per 8 ounce serving)

HEALTHY VENDING PLAN-O-GRAM

The plan-o-gram below provides an example of how to stock a drinks vending machine in line with the Standards. The same approach can be used to stock snack machines. See Appendix A for a sample vending machine assessment.

GREEN items are the healthiest choices and should be placed on the most prominent shelves (for example, at eye-level), **ORANGE** are healthier choices, and **RED** choices contain the least nutrients and should be in the least prominent positions (for example, the lowest shelf of the machine).

	Position 1	Position 2	Position 3	Position 4
Row 1	Water (plain, still)	Water (plain, still)	Water (plain, still)	Water (plain, still)
Row 2	Water (sparkling)	Water (sparkling)	Milk (plain, nonfat)	Milk (plain, 1%)
Row 3	Soy Milk 8oz	Almond Milk 8oz	100% Fruit Juice 8oz	100% Fruit Juice 8oz
Row 4	100% Vegetable Juice 8oz	100% Vegetable Juice 8oz	Unsweetened Tea	Unsweetened Tea
Row 5	Diet Soda 8oz	Diet Soda 8oz	Diet Soda 8oz	Diet Soda 8oz

DETERMINING IF A SNACK COMPLIES WITH THE POLICY

The nutrition facts label can help determine if a snack complies with the policy. Snacks must meet ALL of the Standards.

1. Check servings per container.

Foods must meet the nutrient criteria for the entire package.

Does this item comply?

250 calories x 2 servings. No, this item is not a single serving size.

Yes ☐ No ☒

Nutrition Facts

Serving Size 1 cup (228g)
Servings Per Container 2

Amount Per Serving

Calories 250

Calories from Fat 110

% Daily Value*

Total Fat 12g 18%

Saturated Fat 3g 15%

Trans Fat 1.5g

Cholesterol 30mg 10%

Sodium 470mg 20%

Total Carbohydrate 31g 10%

Dietary Fiber 0g 0%

Sugars 5g

Protein 5g

2. Calculate the % of calories from fat and saturated fat.

$$\frac{\# \text{ grams total fat per serving} \times 9 \text{ calories per gram of fat} \times 100}{250 \text{ calories}} = \%$$

For example, this food item:

$$\frac{12 \text{ grams total fat per serving} \times 9 \text{ calories per gram of fat} \times 100}{250 \text{ calories}} = 43\%$$

Does this item comply?

Maximum allowed: 35%

Yes ☐ No ☒

$$\frac{3 \text{ grams saturated fat per serving} \times 9 \text{ calories per gram of fat} \times 100}{250 \text{ calories}} = 11\%$$

Does this item comply?

Maximum allowed: 10%

Yes ☐ No ☒

3. Check sodium content per serving.

$$470\text{mg} \times 2 = 940\text{mg sodium}$$

Does this item comply?

Maximum allowed: 360mg

☐ Yes ☒ No

4. Calculate % sugar by weight.

$$\frac{\# \text{ grams of sugar per serving} \times 100}{\# \text{ grams of food per serving}} = \%$$

For example, this food item:

$$\frac{5 \text{ grams of sugar per serving} \times 100}{228 \text{ grams of food per serving}} = 2\%$$

Does this item comply?

Maximum allowed: 35%

☒ Yes ☐ No

FOOD SERVICE VENUES

The following pages outline standards for meals, snacks, and beverages in food venues in the County, including work site cafeterias, and concession stands.

SIDES & SNACKS

All snacks sold in County food venues must adhere to the following Standards (except plain nuts and fruit/nut mixes):

- Contents of package must be a single serving
- 35% of its calories from fat (excluding snacks made of 100% nuts and/or seeds)
- 10% of its calories from saturated fat
- 35% sugar by weight (excluding fruits and vegetables)
- Zero trans fats
- 360 milligrams of sodium per item
- 10% of snacks per machine must contain two or more grams of fiber per serving
- At least one snack per machine must be low sodium ($\leq 140\text{mg/serving}$)



PREPARED FOODS

At least one main dish/entree selection and side option at each meal service must comply with the following Standards:

- No more than 500 calories
- No more than 35% calories from fat
No more than 10% calories from saturated fat
- Zero trans fat
- No more than 600 milligrams of sodium
- Healthy entree and side items should not exceed the price of other menu items
- Healthy entree and menu items should be clearly indicated on menu



BEVERAGES

- Water, including carbonated water, with no added caloric sweeteners
- Non-sweetened coffee or tea
- Plain non-fat or 1% low fat dairy milk
- Plant derived milk (e.g. soy, rice, almond) with ≤130 calories per 8 ounce serving
- 100% fruit and vegetable juice (8 ounce serving or less)
- Low calorie beverages (including unsweetened tea and/or diet soda with 40 calories or less per 8 ounce serving)



PRODUCT PLACEMENT, PROMOTION AND PRICING STRATEGIES

The selection and consumption of foods and beverages that are sold or served are influenced by how they are prepared, placed, presented, promoted, and priced.

Placement	<ul style="list-style-type: none">• Display healthy food and beverage options at checkout registers• Display only healthy snack and beverage options at eye level sections of display areas• Place fruit within reach of checkout areas• Remove candy, cookies, and chips from checkout register• Move salad bars closer to checkout area if possible• Identify healthier items in salad bar with colored thongs
Promotion	<ul style="list-style-type: none">• Prominently display signage that promotes healthy foods and beverage options, including snacks• Post pictures and names of featured healthy dishes outside of the cafeteria and include nutrition facts• Highlight healthy cafeteria menu options in newsletters and other communications to employees
Pricing	<ul style="list-style-type: none">• Establish prices for healthy food and beverage items equal to or less than prices of other menu options• Make reduced-sized portions available at lower price for menu items when feasible

FREQUENTLY ASKED QUESTIONS

Why do we need a healthy food policy?

We know that eating a healthy diet and moving more are key to preventing the major chronic diseases like heart disease, diabetes and some cancers. The Monterey County Health Promotion Partnership works to improve the health and well-being of our employees, in part through educating staff on preventing and managing these conditions. Our walk should match our talk.

It's also an issue of being good stewards of public money. Monterey County departments devote significant resources to programs that prevent and manage disease, and should not spend County funds on meetings that may undermine health. This is also important since many employee health care costs are paid for by the County.

Monterey County is uniquely positioned to use policy to support healthier choices and serve as role models to help to create a new social norm around healthier choices – also known as creating a “culture of health.” This policy also demonstrates that we value employee satisfaction and wellness.

Does this really matter?

Employee health is a growing part of employee compensation and is a significant cost pressure. The County's employee health premiums have nearly doubled since 2009 and costs are expected to increase in the coming years.

Much of the money in our health system is spent on disease caused by and exacerbated by physical inactivity and poor nutrition. Nearly half of most people's waking hours are spent at work, and many of those hours are spent in meetings and conferences. Foods available at meetings and conferences are often high in fat, added sugars, and sodium, and contain few fruits, vegetables, and whole grains.

Will the policy restrict food items employees bring from home for partys, potlucks, etc?

No, the policy does not officially apply to food that employees purchase and bring to a meeting, potluck or party. However, we ask that all staff consider the policy and make healthy choices when bringing food to share with coworkers. A 2018 survey conducted by Health Promotion showed that nearly 70% percent of County employees are trying to eat better and would be interested in having healthy food options available at work.

FREQUENTLY ASKED QUESTIONS

Shouldn't individuals be responsible for their own food choices?

The goal is not to take away food choice, but to be more diligent about the food and beverages that taxpayer dollars are funding and make healthy food an easy choice. Numerous employees have requested healthier food options be available because consistent unhealthy options can lead to feelings of frustration, especially for those that are actively trying to lose weight or make healthy lifestyle changes. Employees may still bring in whatever food they choose from home.

Does the policy apply to our meetings, classes and events even when they are not happening on County property?

Yes, the policy applies to all County meetings, regardless of location.

The policy says that it applies to meetings sponsored by the County of Monterey. What does this mean?

“Sponsored by” means that the cost of the meeting is funded by the agency. This includes convening the meeting, providing staff time, and providing facilities and/or other resources for the meeting.

Does the policy apply to meetings in county facilities that are sponsored by agencies other than the county?

No. The policy does not apply to other agencies.

Won't healthy foods cost more?

In many cases, foods and beverages should not cost more. For example, asking a caterer to provide low-fat milk instead of whole milk or to roast vegetables instead of fry them, should not cost more.

By making portion sizes more reasonable, ordering less food, reducing waste, and rethinking whether snacks need to be provided at each break and meeting, you may end up saving money by reducing your overall food purchases.