



The Delaware River and Bay Authority

Well-Being Rewards Guide
2025

The Delaware River and Bay Authority has partnered with Health Advocate to help you improve your well-being—plus, you can earn a reward for your hard work!



Start date:

January 1, 2025



Deadline to complete the
Premium Contribution
Incentive:

September 30, 2025



Deadline to complete
the Online Rewards
Mall Incentive:

September 30, 2025



Deadline to redeem points:

April 30, 2026

Well-Being Rewards Details

Employees, and covered spouses who choose to participate in the wellness program in 2025 can earn a maximum reward of \$1,200 via pay incentive (credits) in 2026 to offset premium contributions for a health plan.

Additionally, employees can earn up to \$50 to redeem in the Health Advocate Rewards Mall!

This guide will explain the activities you may complete to earn these incentives.

Well-Being Rewards & Program Eligibility

Rewards for participating in the wellness program are available to all full-time employees and covered spouses enrolled in one of the Authority's health plans. Dependent children age 18+ can utilize the program features, but are not eligible for the incentive.



2025 Premium Contribution Incentive

Employees and covered spouses who choose to participate in the wellness program in 2025 can earn a maximum reward of \$1,200 via pay incentive (credits) in 2026 to offset premium contributions for a health plan.

Each program component has been assigned a specific point value. See chart below for activities and point values.

Employee only (spouse not covered) earns at a rate of \$1 per 1 point earned (1,200 possible points for a maximum of \$1,200 in credits). Employee and covered spouse earn at a rate of \$1 per 2 points earned (2,400 possible points for a maximum of \$1,200 in credits).

Points and participation are tracked individually for employees and spouses. Incentives will then be calculated based upon total Employee + Spouse points earned.

The incentive credit(s) will be added to your 2026 paycheck and are subject to tax withholding. The maximum annual incentive for successfully completing all components is \$1,200 for both employee-only and employee-and-spouse coverage.

Activities	Action(s) to Earn Points	Points/Max. ✓
2025 Premium Contribution Incentive		
Age and Gender Based Preventive Care	<p>Stay on top of your health by completing preventive care exams. Screenings and exams occurring between October 1, 2024 and September 30, 2025 will qualify for points in 2025.</p> <p>*Points will be automatically added, but may take up to 90 days to appear through claims data.</p> <p>** Log into Health Advocate to self-report these exams.</p> <p>Earn points for the exams below:</p> <ul style="list-style-type: none"> • Breast Cancer Screening* • Cervical Cancer Screening* • Prostate Cancer Screening* • Colon Cancer Screening* • Flu Shot* • Skin Cancer Screening* • Preventive Dental Visit* • Vision Exam** • COVID-19 Vaccine or Booster** 	200 each /400
Biometric Screening or Annual Exam	<p>Gain insight into your health needs and risks for chronic diseases.</p> <p>Complete your health screening:</p> <ul style="list-style-type: none"> • Onsite at your workplace during the October 2024 Biometric Screening Events, or • Your doctor must submit a physician form with results from your annual exam using a physician form. • Exams starting October 1, 2024 are eligible for points 	400/400
Tobacco Attestation/ Cessation Pathway	<p>Certify that you are tobacco-free via the online tobacco affidavit or complete the 12-week Quit Tobacco Pathway online or with a Wellness Coach. Earn points by completing at least 8 weekly sessions.</p>	400/400



2025 Online Rewards Mall Incentive

Full-time active employees will have the opportunity to earn a max of \$50 to spend in the Health Advocate Online Rewards Mall.

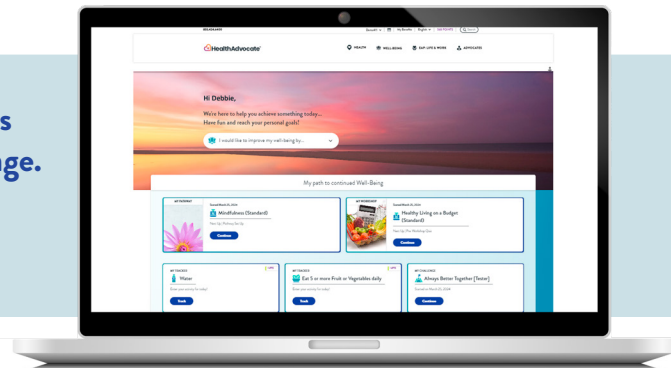
Points may be earned for the following activities from January 1, 2025 through September 30, 2025 only.

Redeem your points and choose your reward beginning January 1, 2026 through April 30, 2026.

Activities	Action(s) to Earn Points	Points/Max.	✓
2025 Online Rewards Mall Incentive			
Adult Immunizations	<p>Protect yourself and others by staying up-to-date on your immunizations. Refer to the CDC guidelines and speak with your doctor to confirm if the immunization is right for you. Self-report that you are up-to-date on the Health Advocate website. Immunization occurring between October 1, 2024 and September 30, 2025 are eligible for credit.</p> <p>The Adult Vaccine Assessment Tool Adult Immunization Schedule</p> <ul style="list-style-type: none"> • HPV • MMR • Shingles • TDAP • Pneumonia 	25/25	
Condition Disease Management	<p>Complete the Health Advocate Chronic Care Support Program by participating in scheduled phone sessions with a Nurse Coach to better manage chronic conditions. Program length varies based on personal needs. <i>Eligibility determined by PHP, health screening, claims data, and/or self-identification of chronic condition.</i></p> <p>You may also complete a hypertension, prevention or diabetes condition disease management program through Omada or the Well360 Motion Program by SWORD Health.</p> <p>Self-report that you have completed a program on the Health Advocate website.</p>	25/25	

Access all of your in-progress activities directly from the Well-Being home page.

My Activities





Frequently Asked Questions

Q: How do I register for the Health Advocate platform?

A: Follow these simple steps to register:

1. Visit HealthAdvocate.com/drba or download the mobile app
2. Click on “Client Code: U4DD9JN”
3. Enter the required information, confirm your registration, then log in

Q: What can I do on the Health Advocate app?

A: The Health Advocate app has all of the same tools and resources available on the website in a mobile-friendly version. It makes it easier to get healthy on the go and interact with Health Advocate wherever you are and whenever you want!

Q: What if I am unable to fulfill a requirement of the reward program?

A: We are committed to helping you find your path to well-being and thrive. If you think you might be unable to meet a certain standard for points under this program, you may be able to earn the same points by a different means. Please contact Health Advocate for more information.

Q: What are some well-being goals Health Advocate supports?

A: We can help you with a wide range of goals that fall under the four learning pillars of Be Connected, Be Balanced, Be Well, and Be Successful. We'll also help you find your personal path to well-being, discover your what is important to you, and support you every step of the way throughout your wellness journey.

Q: Are my rewards taxable?

A: Due to IRS rules, rewards are considered taxable income. They will be included on your W-2 and are subject to applicable payroll taxes such as federal, state, Social Security and Medicare taxes.

Q: What other issues is Health Advocate able to assist me and my family with?

A: Health Advocate can help you and your family:

- Get answers to your insurance and claims questions
- Make informed decisions about medical conditions and diagnoses
- Identify emotional or mental health issues and find strategies to cope through support from an Employee Assistance Program (EAP) Professional
- Better manage chronic conditions with expert guidance from a Certified Nurse Coach

Q: When is Health Advocate available?

A: Normal business hours are Monday - Friday, from 8 AM to 10 PM, ET. Wellness coaching is available weekdays from 8 AM to 9 PM, ET. Staff is available for assistance after hours and on weekends.

Q: Will my information and interaction with Health Advocate remain private?

A: Yes. Your medical and personal information is kept strictly confidential. Our staff carefully follows protocols and complies with all government privacy standards.



866.799.2728

answers@HealthAdvocate.com

HealthAdvocate.com/drba

Registration code: U4DD9JN

Call • Email • Message • Live Chat

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