



Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 20, 2017

Re: Approval of Business Associate Agreement between Inova Health Care Services and the City of Columbia to Comply with HIPAA and HITECH Laws and Regulations

Executive Summary

The federal Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the Health Information Technology for Economic and Clinical Health Act (HITECH) require the City of Columbia to have a Business Associate Agreement (BAA) with any organization that provides services to the city that include access to individually identifiable health information.

Discussion

Inova Health Care Services will provide employee assistance program services to city employees and their dependents beginning January 1, 2018. HIPAA requires a Business Associate Agreement between the City and Inova that states that both parties will follow all laws and regulations regarding individually identifiable health information, including Protected Health Information (PHI). The purpose of the BAA is to comply with the requirements of HIPAA and HITECH.

Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

Vision & Strategic Plan Impact

[Strategic Plan Impacts:](#)

Primary Impact: Operational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

[Comprehensive Plan Impacts:](#)

Primary Impact: Not Applicable, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
None	None

Suggested Council Action

Approve the resolution.