



701 East Broadway, Columbia, Missouri 65201

Department Source: Human Resources

To: City Council

From: City Manager & Staff

Council Meeting Date: November 3, 2025

Re: Business Associate Agreement between the City of Columbia and Chris Lawrence and Associates, LLC.

Impacted Ward: Citywide

Executive Summary

A resolution authorizing the City Manager to sign a Business Associate Agreement between the City of Columbia and Chris Lawrence and Associates, LLC.

Discussion

Chris Lawrence and Associates, LLC provides counseling services to City employees who have witnessed or experienced a traumatic event in the workplace. To ensure compliance with the Federal Health Insurance Portability and Accountability Act of 1996 and its related regulations ("HIPAA"), as well as the Health Information Technology for Economic and Clinical Health Act, Title XIII of the American Recovery and Reinvestment Act of 2009 and related regulations promulgated by the Secretary (the "HITECH"), a Business Associate Agreement is required.

Fiscal Impact

Short-Term Impact: The maximum annual cost of \$25,000 is already accounted for in the FY 26 budget.

Long-Term Impact: A maximum of \$25,000 per year.

Strategic & Comprehensive Plan Impact

Strategic Plan Impacts:

Primary Impact: Organizational Excellence, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Comprehensive Plan Impacts:

Primary Impact: Primary, Secondary Impact: Secondary, Tertiary Impact: Tertiary

Legislative History

Date	Action
12/21/2020	R161-20 : A resolution authorizing the City Manager to sign a Business Associate Agreement between the City of Columbia and Lawrence, Oliver and Associates, LLC.

Suggested Council Action

Approve the Resolution.