

**SPECIFIC POLICIES ON HORSES**  
**NORTHERN AGRICULTURAL RESEARCH CENTER**  
**Havre, Montana**

Northern Agricultural Research Center (NARC) will allow employee-provided horses to be kept at the research center under the following criteria:

Horses Authorized for Official Use:

- Horses must be needed for, available for, and used in, official livestock research management work at the research center.
- Horses must be of sufficient size, age and training to perform at a level that allows the employee to complete assigned and required riding tasks involving horses. No stallions will be allowed. Decisions on horses meeting such suitability requirements will be made by the NARC Animal Care Committee.
- No employee will be allowed more than two authorized horses. The number of horses authorized for an employee will be determined by the NARC Animal Care Committee (see attachment 1).
- NARC will provide adequate feed for authorized horses while such horses are housed at the research center or the Thackeray Ranch.
- NARC will provide annual immunization for authorized horses used at the research center.
- NARC will provide necessary shoeing for authorized horses used at the research center.
- Employees will in return have such horse(s) available when needed for research center work.
- No horse is to be brought onto research center property without notification and approval.
- No horse is to be brought onto research center property without appropriate immunization.
  - Minimum requirements – Encephalomyelitis, Influenza, Sleeping sickness, Tetanus, West Nile
- New, novel horses will be under quarantine for bio-security reasons for 7 days with no direct contact or shared water source with current remuda at NARC. After 7 days fence line contact and shared water sources is recommended to acclimate the new horse into the herd.
- Employees choosing to use their own horse or a borrowed horse do so at their own risk, fully understanding that maximum recoverable losses are clearly limited to \$2,500 regardless of the value of the horse.
- Fair market value (up to a maximum of \$2,500) will be established by the NARC Animal Care Committee in consultation with the employee when an authorized horse is initially brought onto the research center.
- In the event an authorized horse is injured while at the research center, at a cooperating ranch during an approved project or experiment, or in transport in a state-owned vehicle, or in transport in a non-state-owned vehicle whereby prior approval has been granted for an employee to receive mileage reimbursement for such official use of a personal vehicle; the Superintendent, in consultation with a veterinarian, the NARC Animal Care Committee, and the employee will determine if NARC will pay for necessary treatment not to exceed the value of the horse (or \$2,500), whichever is less.
- The employee, in consultation with the horse owner (if the horse is not employee-owned), will assume final responsibility for determining if approved expenditures (up to a maximum of \$2,500) will be used for treatment or replacement of an authorized horse that has been injured. The employee and/or owner will be notified as soon as possible if a horse is ill or injured so that they can direct the treatment. In an emergency situation when the employee and/or owner cannot be reached, a veterinarian will determine the appropriate treatment.
- In the event an authorized horse has to be destroyed as a result of injuries sustained while at the research center or in transport in a state-owned vehicle, or in transport in a non-state-owned vehicle whereby prior approval has been granted for an employee to receive mileage reimbursement for such official use of a personal vehicle; NARC will reimburse the employee (even if the horse is owned by someone other than the employee) reasonable fair market value of the horse. Fair market value will be determined on the basis of original cost, original fair market value upon arrival at the research center, age, and level of training; but in no instance can such exceed \$2,500.
- MSU is not obligated nor is it authorized by any means to insure property which is not owned by the State of Montana.

The inability for MSU to insure non-owned horses relative to injury or loss is a legal limitation as outlined by Brett Dahl, Director of the Montana State Insurance Division, Helena, MT as originally provided to Don Anderson of NARC.

**SPECIFIC POLICIES ON HORSES – NARC (Continued)**

Horses Other Than Those Authorized for Official Use:

- The only unauthorized horses allowed on NARC properties are made case by case basis. For example – if there is an MSU sanctioned horseshoeing clinic on the NARC property if at the owner’s discretion, risk and care (feed and water) the horse/s may be permitted to remain on property temporarily for short periods of time, NARC assumes no responsibility for said horse implied or stated. It would be understood NARC will not provide any hay or supplemental feed, this is the owner’s responsibility and it is recommended that the hay or supplemental feed be weed free.
- Unauthorized horses must be immunized in accordance with NARC Animal Care Committee directives, but the employee will be required to personally bear the associated costs and the employee will further be responsible for reporting and verifying such immunizations to the NARC Animal Care Committee.

A current and dated electronic listing will be maintained by the NARC Administrative Assistant for declaration of authorized vs. unauthorized horses in residence (or approved for residence) at the research center. It is the employee’s obligation to notify the NARC Administrative Assistant of any proposed changes in authorization status for horses listed – and the effective date for such changes. It is also the employee’s obligation to notify both the NARC Animal Care Committee and the Administrative Assistant regarding the addition of any horse to the listing.

Any changes in this policy will be issued by the NARC Superintendent following consultation with the NARC Animal Care Committee.

Signed & Dated:

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Darrin Boss, Superintendent

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Delyn Jensen, Animal Science Research Assistant

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Julia Dafoe, Animal Science Research Associate

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Andrew Matakis, Livestock Operations Manager

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Tom Allen, Farm Operations Manager

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**Vacant**, Animal Scientist

**Attachment 1**

**SPECIFIC POLICIES ON HORSES  
NORTHERN AGRICULTURAL RESEARCH CENTER  
Havre, Montana**

The following employees are allowed the listed number of authorized horses at Northern Agricultural Research Center as a condition of employment.

<u>Employee Name</u>	<u>Number of Authorized Horses</u>
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(Faculty, Professional & Classified Employees)

Darrin Boss	<u>2</u>
<b>Vacant</b> Animal Scientist	<u>TBD</u>
Andrew Matakis	<u>2</u>
Delyn Jensen	<u>2</u>
Steve Lairy	<u>2</u>
Julia Dafoe	<u>1</u>
Les Grey	<u>2</u>
Arianne Perlinski	<u>2</u>

(Fixed-Term Employees) Seasonal use as required and authorized

<u>Kipp Schwarzrock</u>	<u>1</u>
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(Hourly Employees) Seasonal use as required and authorized

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