

Meeting Information

Location
Ocala City Hall
110 SE Watula Avenue
Second Floor - Council Chambers
Ocala, Florida

https://www.ocalafl.gov/meetings

Time 3:45 PM

Board Members Kristen Dreyer, Chairperson Ire Bethea Sr., Vice Chair James P. Hilty Sr. Barry Mansfield Jay A. Musleh

Mayor Ben Marciano

City Manager Peter Lee

Mission Statement

The City of Ocala provides fiscally responsible services consistent with the community's current and future expectations.

Community Redevelopment Area Agency Board's Strategic Priorities

Priority 1: Economic hub Priority 2: Fiscally sustainable Priority 3: Engaged workforce Priority 4: Operational excellence Priority 5: Quality of place

WELCOME!

Citizens are encouraged to participate in City of Ocala meetings. Speakers wishing to provide public comments to the Board should complete a written public comment form and shall submit said form to the City Clerk prior to the meeting being called to order. Unless otherwise permitted, no person shall be permitted to provide public comments to the Board if they have not completed and submitted a public comment card prior to the meeting being called to order. Speakers will be limited to 3 (three) minutes. Additional time may be granted by the Chairperson. When recognized, state name and address. Citizen groups are asked to name a spokesperson.

The City of Ocala encourages civility in public discourse and requests that speakers limit their comments to specific motions and direct their comments to the Council. Cell phones should be turned off or set to vibrate.

The order of agenda items may be changed if deemed appropriate by the Board.

Citizens are encouraged to provide comments in writing to the City Clerk before meetings for inclusion into the public record. Citizens may also provide input to board members via office visits, phone calls, letters and e-mail that will become public record. In some instances, i.e., Quasi-Judicial Hearings, these particular contacts may be prohibited.

APPEALS

Any person who desires to appeal any decision at this meeting will need a record of the proceedings and for this purpose may need to ensure that a verbatim record of the proceedings is made that includes the testimony and evidence upon which the appeal is made.

ADA COMPLIANCE

If reasonable accommodations are needed for you to participate in this meeting, please call the City Manager's Office at 352-629-8401 at least 48 hours in advance so arrangements can be made.

- 1. Call To Order
- 2. Roll Call
- 3. Public Notice
- 4. Minutes Approval
 - 4a. Minutes from August 19, 2025 meeting
- 5. Agenda Items
 - 5a. CRA Budget Resolution 2025-101 to adopt the Fiscal Year 2025-26 CRA-BR-2025-1 budget East Ocala Redevelopment Subarea Fund in the amount of \$2,712,710

Presentation By: Tammi Haslam

5b. CRA Budget Resolution 2025-102 to adopt the Fiscal Year 2025-26 CRA-BR-2025-1

budget - Downtown Redevelopment Subarea Fund in the amount of \$2,195,368

Presentation By: Tammi Haslam

5c. CRA Budget Resolution 2025-103 to adopt the Fiscal Year 2025-26 CRA-BR-2025-1

budget - North Magnolia Redevelopment Subarea Fund in the amount of \$1,267,622

Presentation By: Tammi Haslam

5d. CRA Budget Resolution 2025-104 to adopt the Fiscal Year 2025-26 CRA-BR-2025-1

budget - West Ocala Redevelopment Subarea Fund in the amount of \$5,028,197

Presentation By: Tammi Haslam

- 6. Public Comments
- 7. Adjournment



110 SE Watula Avenue Ocala, FL 34471

www.ocalafl.gov

Legislation Text

File #: 2025-1959 Agenda Item #: 4a.

Submitted By: Pamela Omichinski

Presentation By: Angel Jacobs

Department: City Clerk

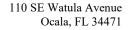
FORMAL TITLE:

Minutes from August 19, 2025 meeting

OCALA'S RELEVANT STRATEGIC GOALS:

Operational Excellence

PROOF OF PUBLICATION:





Community Redevelopment Area Agency Board

www.ocalafl.gov

Minutes

Tuesday, August 19, 2025

3:45 PM

1. Call To Order

2. Roll Call

Present Mayor Ben Marciano

Vice Chair Ire J. Bethea Sr

James P. Hilty Sr Jay A. Musleh Barry Mansfield

Chairperson Kristen M. Dreyer

3. Public Notice

- Public Notice for the August 19, 2025 Community Redevelopment Area Agency Board Meeting was posted on August 8, 2025

4. Minutes Approval

4a. Approve minutes from July 15, 2025 CRA meeting

Presentation By: Angel Jacobs

There being no discussion the motion carried by roll call vote.

RESULT: APPROVED

MOVER: James P. Hilty Sr SECONDER: Barry Mansfield

AYE: Bethea Sr, Hilty Sr, Musleh, Mansfield, and Dreyer

5. Agenda Items

5a. Approve an Affordable Housing Incentive Fund disbursement to Delva One Construction, LLC for the construction of a new single-family affordable housing unit at 1316 NW Eighth Street, in an amount not to exceed \$5,699

Presentation By: James Haynes

Director of Community Development Services James Haynes discussed a grant application submitted by Delva One Construction, LLC, for the property located at 1316 NW Eighth Street. The grant funds will be allocated towards the construction of a new single-family affordable housing unit. The requested grant amount is \$5,699.00; staff recommends approval.

Council Member Hilty questioned the price difference between item 5a and 5b, noting

both are new single-family housing units. Planning Director Aubrey Hale clarified one lot is undeveloped and will need a sewer connection, whereas the other lot previously had a structure on it with a sewer connection.

There being no further discussion the motion carried by roll call vote.

RESULT: APPROVED

MOVER: Ire J. Bethea Sr

SECONDER: Barry Mansfield

AYE: Bethea Sr, Hilty Sr, Musleh, Mansfield, and Dreyer

5b. Approve an Affordable Housing Incentive Fund disbursement to Delva One Construction, LLC for the construction of a new single-family affordable housing unit in the West Ocala Community Redevelopment Agency subarea, in an amount not to exceed \$9,303

Presentation By: James Haynes

Director of Community Development Services James Haynes discussed a grant application submitted by Delva One Construction, LLC. The grant funds will be allocated towards the construction of a new single-family affordable housing unit. The requested grant amount is \$9,303.00; staff recommends approval.

There being no further discussion the motion carried by roll call vote.

RESULT: APPROVED

MOVER: Barry Mansfield

SECONDER: James P. Hilty Sr

AYE: Bethea Sr, Hilty Sr, Musleh, Mansfield, and Dreyer

5c. Approve Redevelopment Agreement for Project Hometown - Downtown Ocala Marriott AC between the City of Ocala and Domach, LLC, with total city incentives not to exceed \$5,619,644

Presentation By: Aubrey Hale

Planning Director Aubrey Hale discussed a Redevelopment Agreement for Project Hometown Downtown Ocala Marriott AC between the City of Ocala and Domach, LLC. The requested City incentives is \$5,619,644.00; staff recommends approval.

The project is projected to be a 133,000 square foot Marriott AC Hotel, with 176 rooms across six stories. Planned amenities include a bar and lounge, library, fitness center, restaurant and office space. It is a \$56 million dollar investment in the downtown, with an estimated \$20 million increase in taxable value which relates to approximately an 18% increase in the Downtown CRA revenues.

The City's vision is to continue with mixed-use development projects in the Downtown. The developer has proposed an incentive package not to exceed approximately 10% of

the project's expected capital investment. Mr. Hale noted the projected annual revenue to the City between Electric, building permits impact fees, and property taxes is estimated to be approximately \$708,000.

The agreement includes the addition of a third elevator in the new Parking Garage with a 50% cost share with the City. The third elevator is intended for the sole use of hotel guests, excluding events such as Light Up Ocala. Additionally, a \$500,000 CRA grant will be paid out in three equal disbursements over three years. The City plans for some infrastructure improvements such as pedestrian and streetscape improvements to increase pedestrian and tourist safety. He also noted the electric line relocation will be handled by the City as part of the Parking Garage project.

Council President Dreyer asked for clarification on what portion of the values of the City incentives and parking incentive is not CRA related. Mr. Hale explained the parking garage funds will not be realized until after construction is complete and is currently an estimate. He noted there are approximately 800 parking spaces in the new parking garage, and 220 spaces will be dedicated for hotel use. The hotel spaces will be located on the 6th floor, as well as approximately 42 on the 5th floor, which will cover both hotel guests and staff parking. The spaces on the 5th floor would be gated off from general parking usage.

Council President Dreyer requested Mr. Hale discuss the funding sources and the timeline for the parking garage build, as well as the expected economic impact of the hotel. Mr. Hale explained funding through ARPA, sales tax, and the Downtown CRA fund. Parking Garage Two is expected to be completed by the end of 2026.

City Manager Pete Lee discussed the development projects' economic impact. He explained the purpose of the redevelopment area and the growth of the Downtown CRA since its creation. Downtown Ocala is the highest taxable value in the city and represents the most valuable opportunities the City has for revitalization and growth. He explained at 60% occupancy, the hotel will generate approximately \$950 per day in taxes, approximately \$346,396 a year. On room rentals, it would be \$86,724, and the sales tax nearly \$44,000. He noted additional revenue would be generated through OFN contracts of \$500-\$700 per month, as well as electric, water and sewer.

Mr. Lee noted he thinks the economic impact is better than what the City has presented in the report. Council President Dreyer requested the City revise the staff report packet to include economic impacts, and release the information to the press.

Council Member Hilty noted the grant funding is allocated from the CRA.

Mr. Hale noted the annual taxable value on the hotel property is approximately \$17,000. Once complete, the property's annual taxable value is projected to increase by over \$200,000.

Mayor Marciano stated the development project will greatly benefit local Downtown businesses. Mr. Lee added that another positive impact of the project is the increase in

tourist expenditures at local stores and restaurants.

Council Member Hilty requested clarification regarding the cost-sharing arrangement for the third elevator. Mr. Hale confirmed that the total cost of the elevator is estimated at \$216,000, with the expense to be equally shared between the City and the Developer. He further explained that should the cost increase, the 50/50 cost-sharing ratio will remain in effect. He emphasized that the total incentive package is capped at \$5.6 million; any fluctuations in the elevator cost would be offset by adjustments to other components within the agreement to ensure the overall incentive amount does not exceed the established cap. The parking garage will include three elevators, two of which will be accessible to the public. Additionally, by structuring the parking agreement separately from the overall incentive agreement, the City retains the flexibility to make future modifications to the parking arrangement as needed.

Council President Dreyer commented on the 24-year parking agreement. Mr. Lee acknowledged that staff used a very conservative model in their estimate in the report, which doesn't take into account potential increases in taxable value in the future. Mr. Lee stated staff could provide another model if Council desires.

Jimmy Gooding, attorney representing the applicant, located at 1531 SE 36th Avenue, Ocala, FL 34471, provided remarks regarding the projected impact of the development on local property values and tax revenue.

Rob Batsel, attorney representing the applicant, located at 1531 SE 36th Avenue, Ocala, FL 34471, emphasized the project's contribution to economic growth in Downtown Ocala. He noted that the anticipated taxable value is \$20,055,000 for 0.82 acres, equating to approximately \$24,457,458 per acre. He further stated that the project is being financed through a combination of Community Redevelopment Agency (CRA) funds and private investment.

RESULT: APPROVED
MOVER: Barry Mansfield
SECONDER: Jay A. Musleh

AYE: Bethea Sr, Hilty Sr, Musleh, Mansfield, and Dreyer

- 6. Public Comments
- 7. Adjournment
 - Adjourned at 4:36 pm

Community Redevelopment Area Agency Board	Minutes	August 19, 2025
Kristen M. Dreyer	Angel B. Jacobs	 ,
Chairperson	City Clerk	



110 SE Watula Avenue Ocala, FL 34471

www.ocalafl.gov

Legislation Text

File #: CRA-BR-2025-101

Agenda Item #: 5a.

Submitted By: Tammi Haslam

Presentation By: Tammi Haslam

Department: Budget

STAFF RECOMMENDATION (Motion Ready):

CRA Budget Resolution 2025-101 to adopt the Fiscal Year 2025-26 budget - East Ocala Redevelopment Subarea Fund in the amount of \$2,712,710

OCALA'S RELEVANT STRATEGIC GOALS:

Fiscally Sustainable

PROOF OF PUBLICATION:

N/A

BACKGROUND:

The attached budget resolution reflects the Fiscal Year 2025-26 budget for the East Ocala Redevelopment Subarea Fund. This fund accounts for the Tax Increment Financing (TIF) program. The TIF allows a tax increment to be set aside in a trust for East Ocala community redevelopment purposes only. Highlights of the budget are as follows:

- Operating expenses \$244,013
- Capital expenses \$746,000
- Aids to other organizations \$400,000
- Reserves \$1,322,697

FINDINGS AND CONCLUSIONS:

Per Florida Statutes, Section 189.016, the Community Redevelopment Agency Advisory Board must hold a public meeting to adopt the budget for the East Ocala Community Redevelopment Subarea Fund of the City of Ocala.

FISCAL IMPACT:

The proposed Fiscal Year 2025-26 budget for the East Ocala Redevelopment Subarea Fund, to be adopted on September 3, 2025, totals \$2,712,710.

PROCUREMENT REVIEW:

N/A

LEGAL REVIEW:

Provide alternative direction

CRA BUDGET RESOLUTION 2025-101

A RESOLUTION TO ADOPT A BUDGET FOR THE EAST OCALA REDEVELOPMENT SUBAREA FUND FOR FISCAL YEAR 2025-26 IN THE AMOUNT OF \$2,712,710

WHEREAS, in 1988, the City Council established the Community Redevelopment Agency (CRA) of the City of Ocala and designated the City Council as the Agency pursuant to Section 163.357, Florida Statutes; and

WHEREAS, in 1988, the City Council established the redevelopment trust fund and provided for the deposit therein of tax increment revenues as described in Section 163.387(1), Florida Statutes, to be utilized for community redevelopment purposes only; and

WHEREAS, the East Ocala Redevelopment Subarea is the portion of the community redevelopment area designated as part of the community redevelopment area pursuant to Resolution 2016-32 adopted May 17, 2016; and

WHEREAS, in accordance with Florida Statutes, Section 189.06, a public hearing was held by the CRA Board on September 3, 2025, to adopt a budget for the East Ocala Redevelopment Subarea.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMUNITY REDEVELOPMENT AGENCY ADVISORY BOARD OF THE CITY OF OCALA, FLORIDA, duly assembled, that the East Ocala Redevelopment Subarea Fund budget of \$2,712,710 for the period beginning October 1, 2025, through September 30, 2026, is hereby adopted.

This resolution adopted this da	y of, 2025.
ATTEST:	CITY OF OCALA
By:	By:
Angel B. Jacobs	Kristen M. Dreyer
City Clerk	President, Ocala City Council
Approved as to form and legality:	
By:	
William E. Sexton	
City Attorney	
Reviewed for accounting accuracy & c	ompleteness:
By:	
Peter A Lee	

City Manager

11



110 SE Watula Avenue Ocala, FL 34471

www.ocalafl.gov

Legislation Text

File #: CRA-BR-2025-102

Agenda Item #: 5b.

Submitted By: Tammi Haslam

Presentation By: Tammi Haslam

Department: Budget

STAFF RECOMMENDATION (Motion Ready):

CRA Budget Resolution 2025-102 to adopt the Fiscal Year 2025-26 budget - Downtown Redevelopment Subarea Fund in the amount of \$2,195,368

OCALA'S RELEVANT STRATEGIC GOALS:

Fiscally Sustainable

PROOF OF PUBLICATION:

N/A

BACKGROUND:

The attached budget resolution reflects the Fiscal Year 2025-26 budget for the Downtown Redevelopment Subarea Fund. This fund accounts for the Tax Increment Financing (TIF) program. The TIF allows a tax increment to be set aside in a trust for downtown community redevelopment purposes only. Highlights of the budget are as follows:

- Operating expenses \$142,141
- Capital expenses \$752,000
- Aid to other organizations \$642,000
- Reserves \$659,227

FINDINGS AND CONCLUSIONS:

Per Florida Statutes, Section 189.016, the Community Redevelopment Agency Advisory Board must hold a public meeting to adopt the budget for the Downtown Community Redevelopment Subarea Fund of the City of Ocala.

FISCAL IMPACT:

The proposed Fiscal Year 2025-26 budget for the Downtown Redevelopment Subarea Fund, to be adopted on September 3, 2025, totals \$2,195,368.

PROCUREMENT REVIEW:

N/A

LEGAL REVIEW:

Provide alternative direction

CRA BUDGET RESOLUTION 2025-102

A RESOLUTION TO ADOPT A BUDGET FOR THE DOWNTOWN REDEVELOPMENT SUBAREA FUND FOR FISCAL YEAR 2025-26 IN THE AMOUNT OF \$2,195,368

WHEREAS, in 1988, the City Council established the Community Redevelopment Agency (CRA) of the City of Ocala and designated the City Council as the Agency pursuant to Section 163.357, Florida Statutes; and

WHEREAS, in 1988, the City Council established the redevelopment trust fund and provided for the deposit therein of tax increment revenues as described in Section 163.387(1), Florida Statutes to be utilized for community redevelopment purposes only; and

WHEREAS, the Downtown Redevelopment Subarea is the portion of the community redevelopment area designated as part of the community redevelopment area pursuant to Resolution 88-52 adopted May 24, 1988; and

WHEREAS, in accordance with Florida Statutes, Section 189.016, a public hearing was held by the CRA Board on September 3, 2025, to adopt a budget for the Downtown Redevelopment Subarea.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMUNITY REDEVELOPMENT AGENCY ADVISORY BOARD OF THE CITY OF OCALA, FLORIDA, duly assembled, that the Downtown Redevelopment Subarea Fund budget of \$2,195,368 for the period beginning October 1, 2025, through September 30, 2026, is hereby adopted.

This resolution adopted this day of	, 2025.
ATTEST:	CITY OF OCALA
By:	By:
Angel B. Jacobs	Kristen M. Dreyer
City Clerk	President, Ocala City Council
By: William E. Sexton City Attorney	
Reviewed for accounting accuracy & completes	ness:
By:	
Peter A. Lee	
City Manager	



110 SE Watula Avenue Ocala, FL 34471 www.ocalafl.gov

Legislation Text

Agenda Item #: 5c.

File #: CRA-BR-2025-103
Submitted By: Tammi Haslam

Presentation By: Tammi Haslam

Department: Budget

STAFF RECOMMENDATION (Motion Ready):

CRA Budget Resolution 2025-103 to adopt the Fiscal Year 2025-26 budget - North Magnolia Redevelopment Subarea Fund in the amount of \$1,267,622

OCALA'S RELEVANT STRATEGIC GOALS:

Fiscally Sustainable

PROOF OF PUBLICATION:

N/A

BACKGROUND:

The attached budget resolution reflects the Fiscal Year 2025-26 budget for the North Magnolia Redevelopment Subarea Fund. This fund accounts for the Tax Increment Financing (TIF) program. The TIF allows a tax increment to be set aside in a trust for North Magnolia redevelopment purposes only. Highlights of the budget are as follows:

- Operating expenses \$138,098
- Capital expenses \$157,000
- Aids to other organizations \$50,000
- Reserves \$922,524

FINDINGS AND CONCLUSIONS:

Per Florida Statutes, Section 189.016, the Community Redevelopment Agency Advisory Board must hold a public meeting to adopt the budget for the North Magnolia Community Redevelopment Subarea Fund of the City of Ocala.

FISCAL IMPACT:

The proposed Fiscal Year 2025-26 budget for the North Magnolia Redevelopment Subarea Fund, to be adopted on September 3, 2025, totals \$1,267,622.

PROCUREMENT REVIEW:

N/A

LEGAL REVIEW:

Provide alternative direction

CRA BUDGET RESOLUTION 2025-103

A RESOLUTION TO ADOPT A BUDGET FOR THE NORTH MAGNOLIA REDEVELOPMENT SUBAREA FUND FOR FISCAL YEAR 2025-26 IN THE AMOUNT OF \$1,267,622

WHEREAS, in 1988, the City Council established the Community Redevelopment Agency (CRA) of the City of Ocala and designated the City Council as the Agency pursuant to Section 163.357, Florida Statutes; and

WHEREAS, in 1988, the City Council established the redevelopment trust fund and provided for the deposit therein of tax increment revenues as described in Section 163.387(1), Florida Statutes, to be utilized for community redevelopment purposes only; and

WHEREAS, the North Magnolia Redevelopment Subarea is the portion of the community redevelopment area designated as part of the community redevelopment area pursuant to Resolution 2000-07 adopted November 2, 1999; and

WHEREAS, in accordance with Florida Statute, Section 189.016, a public hearing was held by the CRA Board on September 3, 2025, to adopt a budget for the North Magnolia Redevelopment Subarea.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMUNITY REDEVELOPMENT AGENCY ADVISORY BOARD OF THE CITY OF OCALA, FLORIDA, duly assembled, that the North Magnolia Redevelopment Subarea Fund budget of \$1,267,622 for the period beginning October 1, 2025, through September 30, 2026, is hereby adopted.

This resolution adopted this day of	, 2025.
ATTEST:	CITY OF OCALA
By:	By:
Angel B. Jacobs	Kristen M. Dreyer
City Clerk	President, Ocala City Council
Approved as to form and legality: By:	
William E. Sexton	
City Attorney	
Reviewed for accounting accuracy & completened	ess:
By:	
Peter A. Lee	
City Manager	
-	



110 SE Watula Avenue Ocala, FL 34471

www.ocalafl.gov

Legislation Text

File #: CRA-BR-2025-104

Agenda Item #: 5d.

Submitted By: Tammi Haslam

Presentation By: Tammi Haslam

Department: Budget

STAFF RECOMMENDATION (Motion Ready):

CRA Budget Resolution 2025-104 to adopt the Fiscal Year 2025-26 budget - West Ocala Redevelopment Subarea Fund in the amount of \$5,028,197

OCALA'S RELEVANT STRATEGIC GOALS:

Fiscally Sustainable

PROOF OF PUBLICATION:

N/A

BACKGROUND:

The attached budget resolution reflects the Fiscal Year 2025-26 budget for the West Ocala Redevelopment Subarea Fund. This fund accounts for the Tax Increment Financing (TIF) program. The TIF allows a tax increment to be set aside in a trust for West Ocala redevelopment purposes only. Highlights of the budget are as follows:

- Operating expenses \$509,468
- Capital expenses \$300,000
- Non-Operating Expenses \$80,000
- Aids to other organizations \$600,000
- Reserves \$3,538,729

FINDINGS AND CONCLUSIONS:

Per Florida Statutes, Section 189.016, the Community Redevelopment Agency Advisory Board must hold a public meeting to adopt the budget for the West Ocala Community Redevelopment Subarea Fund of the City of Ocala.

FISCAL IMPACT:

The proposed Fiscal Year 2025-26 budget for the West Ocala Redevelopment Subarea Fund, to be adopted on September 3, 2025, totals \$5,028,197.

PROCUREMENT REVIEW:

N/A

LEGAL REVIEW:

Provide alternative direction

CRA BUDGET RESOLUTION 2025-104

A RESOLUTION TO ADOPT A BUDGET FOR THE WEST OCALA REDEVELOPMENT SUBAREA FUND FOR FISCAL YEAR 2025-26 IN THE AMOUNT OF \$5,028,197

WHEREAS, in 1988, the City Council established the Community Redevelopment Agency (CRA) of the City of Ocala and designated the City Council as the Agency pursuant to Section 163.357, Florida Statutes; and

WHEREAS, in 1988, the City Council established the redevelopment trust fund and provided for the deposit therein of tax increment revenues as described in Section 163.387(1), Florida Statutes, to be utilized for community redevelopment purposes only; and

WHEREAS, the West Ocala Redevelopment Subarea is the portion of the community redevelopment area designated as part of the community redevelopment area pursuant to Resolution 2016-10 adopted November 17, 2015; and

WHEREAS, in accordance with Florida Statutes, Section 189.016, a public hearing was held by the CRA Board on September 3, 2025, to adopt a budget for the West Ocala Redevelopment Subarea.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMUNITY REDEVELOPMENT AGENCY ADVISORY BOARD OF THE CITY OF OCALA, FLORIDA, duly assembled, that the West Ocala Redevelopment Subarea Fund budget of \$5,028,197 for the period beginning October 1, 2025, through September 30, 2026, is hereby adopted.

This resolution adopted this	day of, 2025.	
ATTEST:	CITY OF OCALA	
By:	By:	
Angel B. Jacobs	Kristen M. Dreyer	
City Clerk	President, Ocala City Council	
By:		
William E. Sexton		
City Attorney		
Reviewed for accounting accurac	cy & completeness:	
By:		
Peter A. Lee		

City Manager