



The International City/County Management Association is pleased to recognize the

CITY OF INDEPENDENCE, IOWA

under the Council-Manager criteria in

September 2025

Recognition is formal acknowledgment by the membership and Executive Board of the International City/County Management Association that a local government has established a position of professional management for its appointed executive.

A handwritten signature in black ink that reads "Tanya Ange".

Tanya Ange
ICMA President

A handwritten signature in black ink that reads "Julia D. Novak".

Julia D. Novak
ICMA CEO/Executive Director