



Seattle-Tacoma
International
Airport

Expanding Employee Commute Options at SEA

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July 23, 2025

WA State TDM Executive Board

The Port of Seattle's Lines of Business



SEATTLE-TACOMA INTERNATIONAL AIRPORT (SEA)

- Airside and Terminal Operations
- Ground Transportation
- Airport Dining and Retail Operations
- Capital Projects
- Air Cargo



MARITIME CARGO, CONTAINER AND BULK

- Northwest Seaport Alliance (NWSA)
- Terminal 91
- Maritime Industrial
- Grain Terminal



COMMERCIAL FISHING AND MOORAGE

- Fishermen's Terminal: Home of the North Pacific Fishing Fleet
- Operate 4 Recreational Boating Marinas



REAL ESTATE AND CRUISE

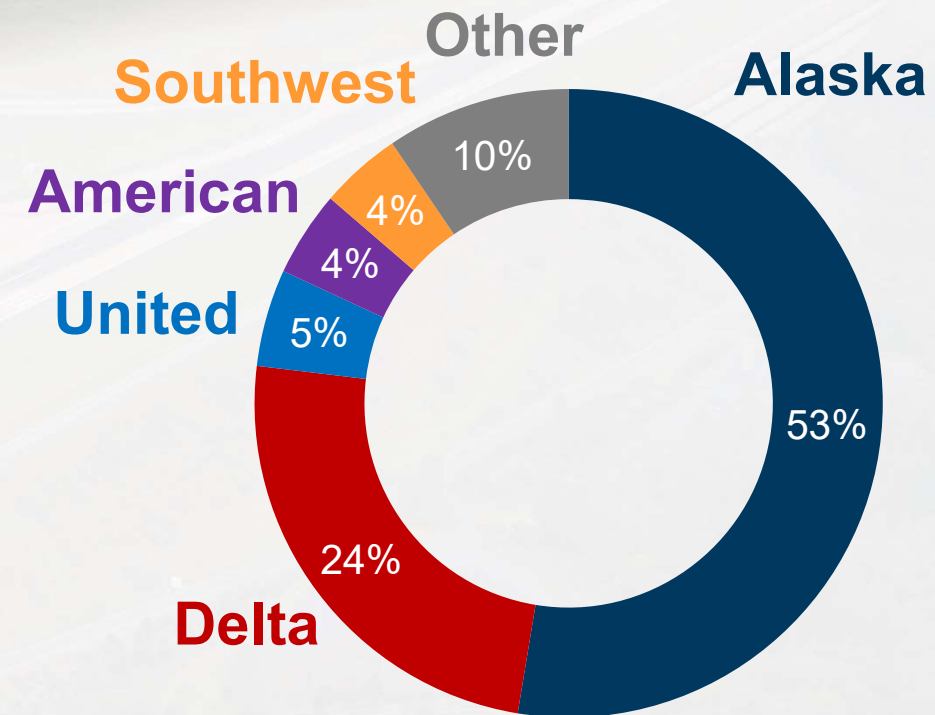
- Premiere Cruise Terminals on the West Coast
- Warehouse, event, and office space

Seattle-Tacoma International Airport

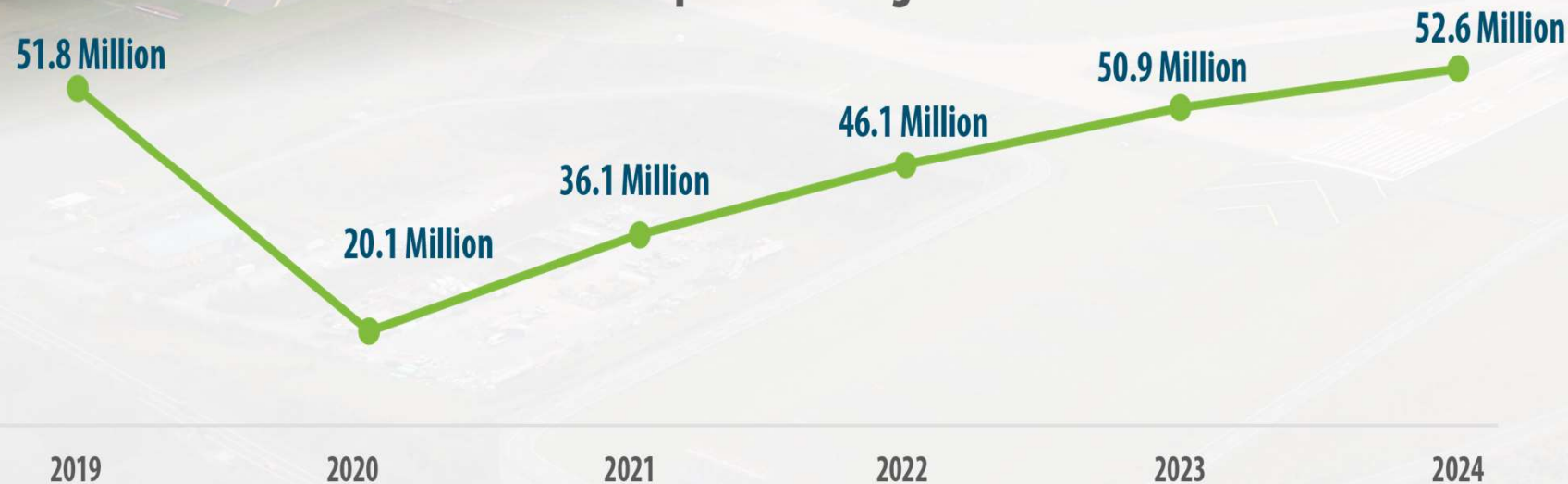
Over 26,000
badged
employees

11th Busiest Airport in the U.S.

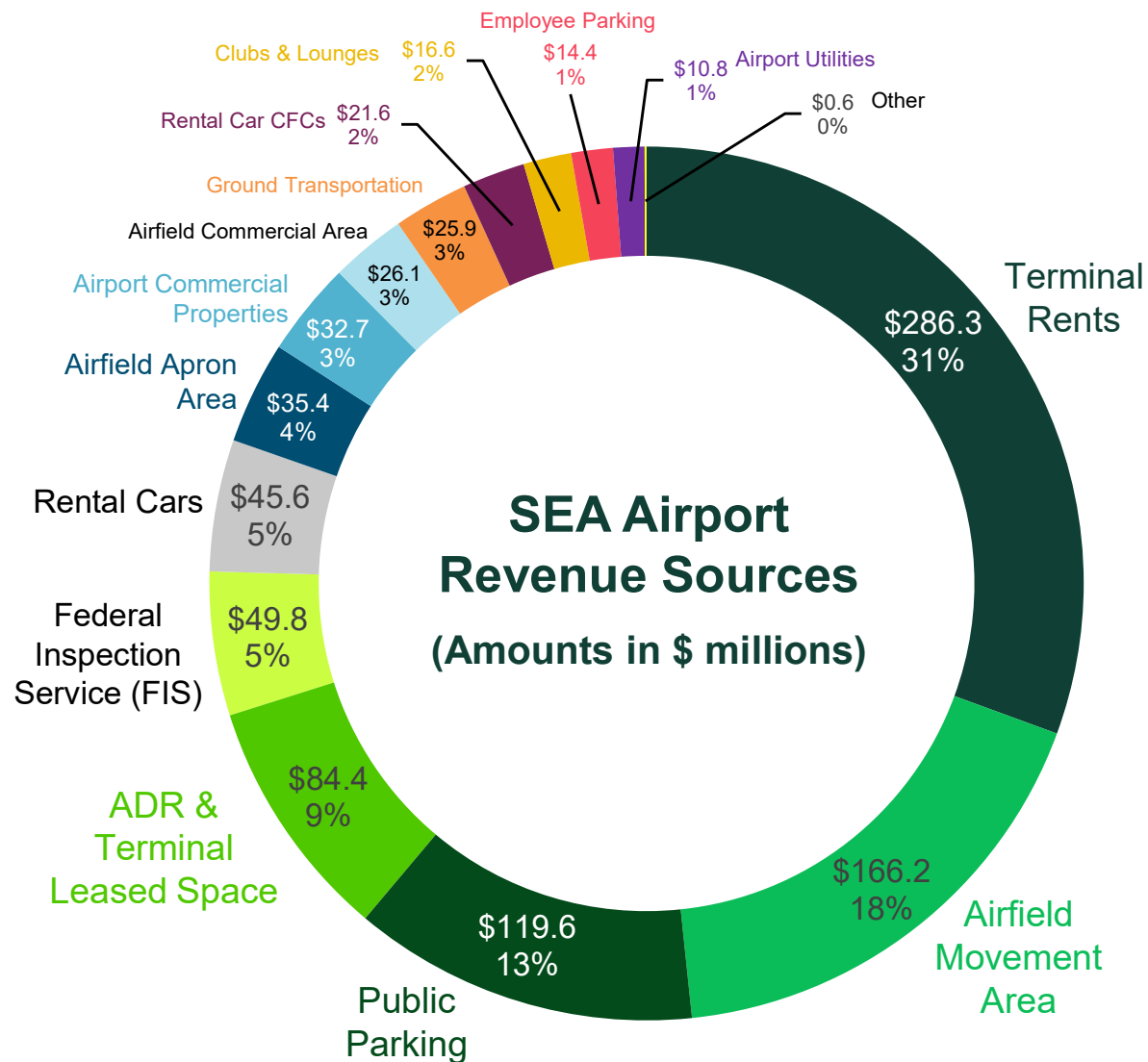
Airline Market Share



Total SEA Airport Passengers



Airport Revenue – Sources & Restrictions



Airport Revenue

- Airports are required to be self-sustaining.
- Revenue generated at the airport must be used for an airport purpose.
- Federal Aviation Administration (FAA) decides what an “airport purpose” is.

Public Parking

- Significant revenue generator for many airports.
- From a congestion, trip count, and emissions standpoint, something to encourage, actually.

Employee Parking

- For airline employees, employer-provided parking is largely an expected benefit.
- Who provides the parking lot? Company, or airport authority?
- For airport authority: cost recovery, or revenue generator?
- At SEA, not enough of it.

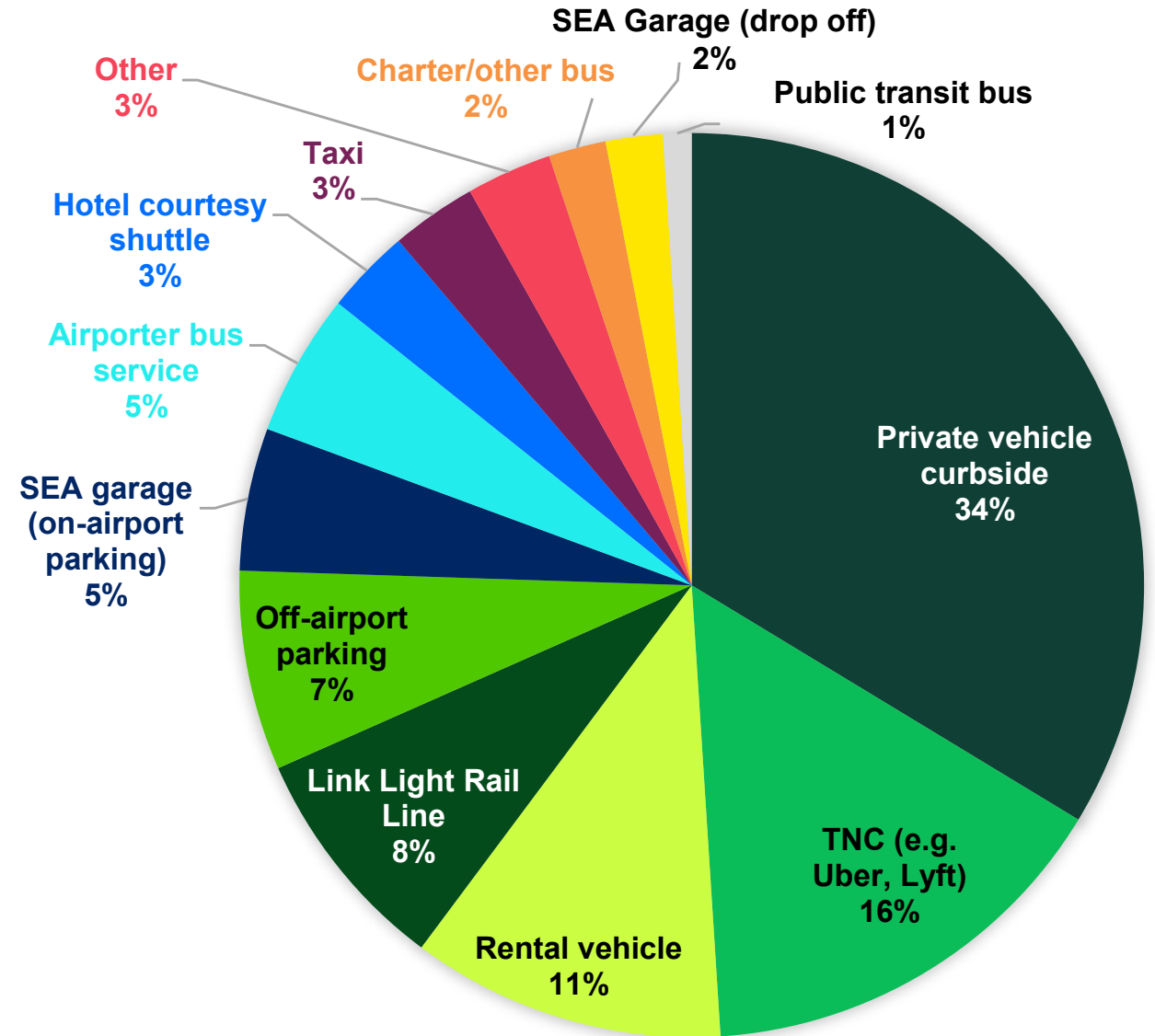
Source: 2025 Port of Seattle Budget

TDM and airport passengers

Motivations, Trends, and Observations:

- Passengers are very **time sensitive**, less cost-motivated.
- **Willing to pay for most convenient travel experience**; a free transit ticket does not perform any meaningful mode-shift.
- Getting **picked-up/dropped-off by a loved one** is the mode to beat.
- Public transit **struggles to serve the airport customer** (limited service areas and service hours).
- Of all public transit options, **light rail** is the favored method (awareness, certainty).
- Biggest complaints focus on things **not in the Port's control** (limited service areas and hours, travel time, safety perceptions).

Passenger Mode Split

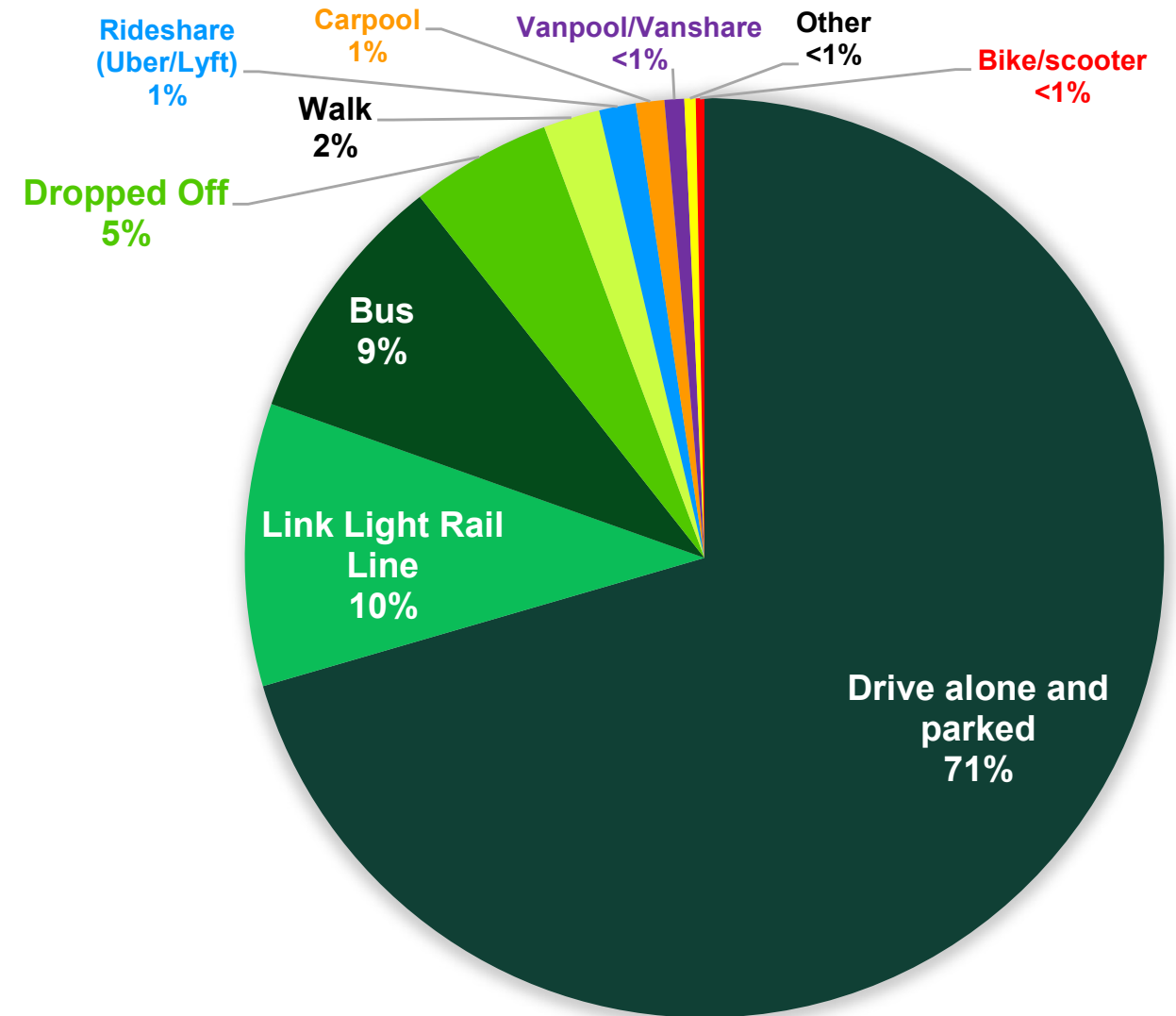


TDM and airport employees

Motivations, Trends, and Observations:

- More cost-motivated since they are commuting to SEA every day; desire **reliability and predictability**.
- Also time-sensitive (shift start time) but willing to take longer commute if the **less costly** option.
- For many employees, **public transit simply is not a good option**.
- Many employees receive employer-paid, fully-subsidized parking as a benefit. It is **difficult for any kind of incentive to trump that benefit**.
- Many other employees receive no commuter benefits.
- Getting **dropped off/picked up** makes sense for some.
- Given our location, **scooter/bike/walk** is possible for last-mile.
- Working at the airport is **challenging**, but can be **lucrative**.

Employee Mode Split



The Port of Seattle, and Everyone Else...

Important to distinguish between airport *authority* employees (Port of Seattle)...

...and airport *tenant* employee population (airlines, concessionaires, etc.)



Everyone Else

It Takes A Village...







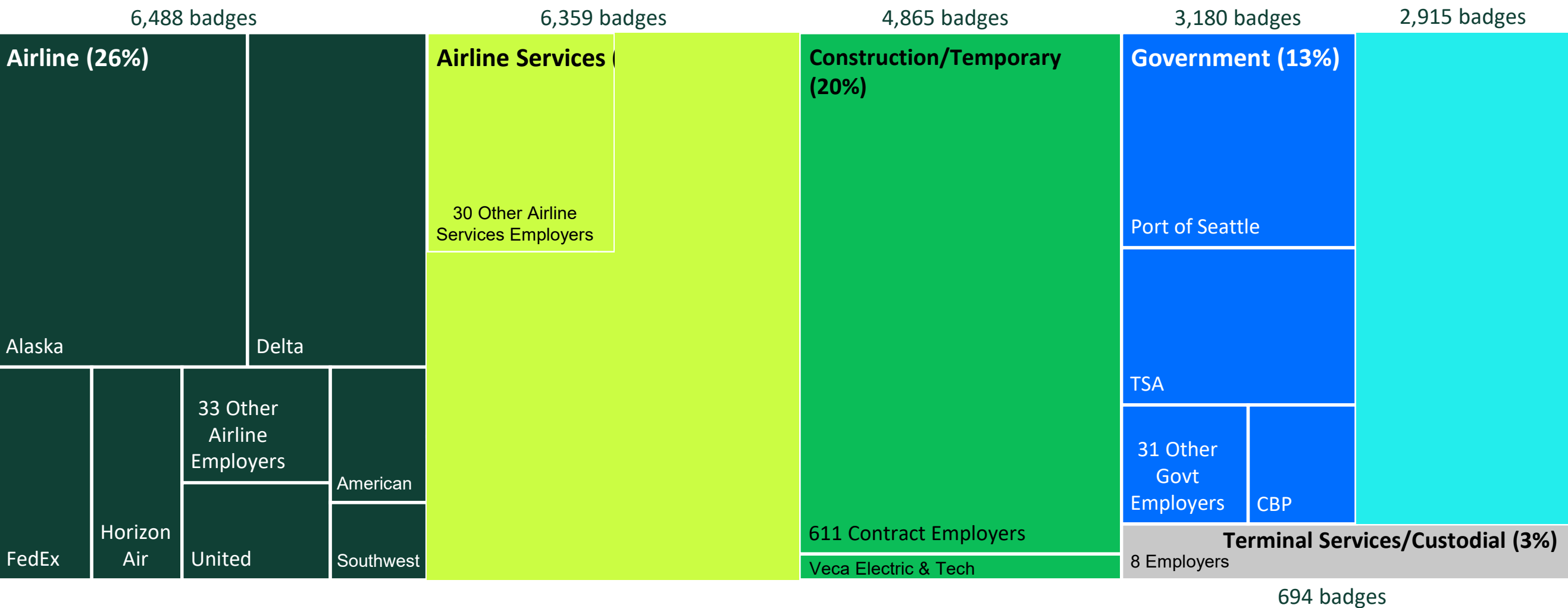






Who works at SEA? Badge distribution by employer category

24,501 Total Badges (as of December 2023)



Badge Data from December 2023

Airport Employers

- There are **over 800 companies** represented in our badge data
- **Less than 5%** of them have **100+ employees**.
- Together they represent around 70% of total issued badges
- Over 90% of badged companies have less than 50 employees

Companies with 100+ badged employees



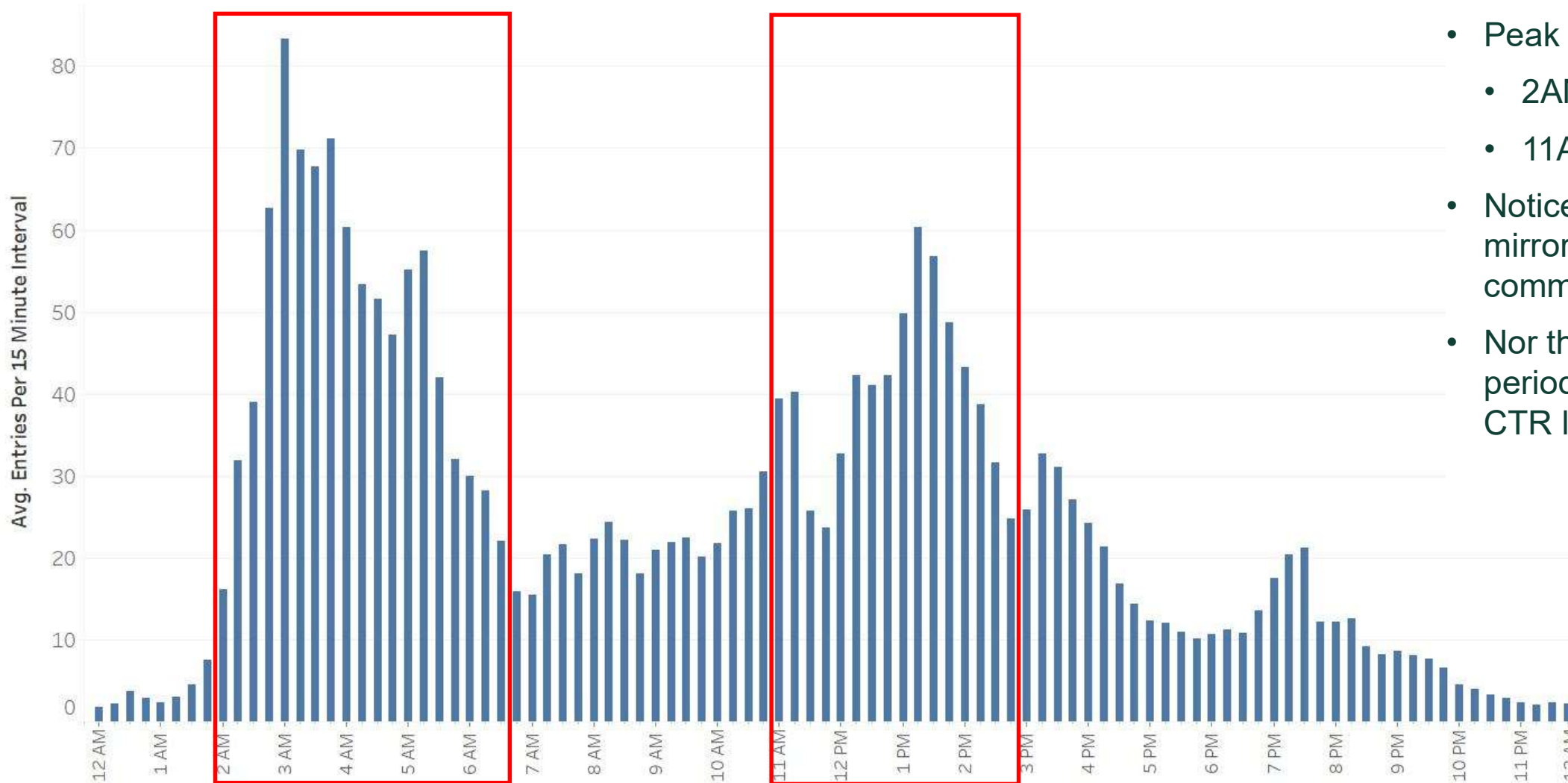
McGee Air Services



When are the commuting peak periods for the airport workforce?

Tracking North Employee Parking Lot (NEPL) entries every 15 minutes

NEPL Entries by 15 Minute Intervals



- Peak hours of entry are:
 - 2AM (!) to 7AM
 - 11AM to 3PM
- Notice how they don't mirror traditional "9-5" commuting peak periods...
- Nor the 6-9am commuting period defined by WA State CTR law...

“The Second Commute” for Airport Workers

- Employee Shuttle Bus Route and Stop
- Sound Transit Light Rail Line and Station



SEA Airport Employee Transportation Program: SEA MOVES

New Comprehensive Communication, Outreach, and Program Administration Services



Website, phone number, newsletters, outreach, consultation, tabling, resource fairs, new employee onboarding, etc.

New Airport Employee Transit Pass Pilot Program



Airport authority can play role in card distribution and program administration, but **not funding**.



New Airport Employee Carpool Incentive Program



Access to main terminal garage for carpoolers

SEA's Existing County Vanpool Parking Incentive Program

\$50/year to park in main terminal garage for registered vanpools



New Active Transportation Familiarization Program

Separate from any proposed capital improvements (new bike paths, new storage locations, etc.)



Airport Employee Commuter Bus Service Feasibility Study

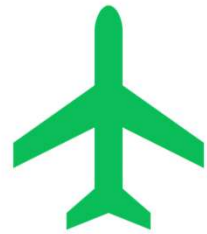


Survey, modeling, assessment



Port of Seattle Funding

Revenue generated by the Port goes into one of three funds.



The Airport Fund

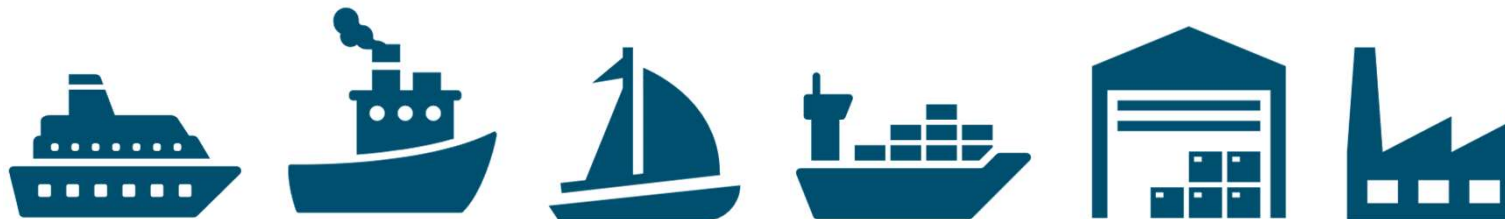
- All money generated at the airport goes into this fund.
- Includes both aeronautical and non-aeronautical revenue.
- Money in this fund can only be spent on airport-related purposes.

The General Fund

- All non-airport money goes into this fund.
- Includes revenue generated from maritime and economic development divisions (moorage fees, cruise ships, etc.)

The Tax Levy Fund

- All money from the Port's property tax levy goes into this fund.
- Money in this fund supports specific things (SKCCIF, sound insulation, Port Jobs, etc.)



Option

Status Quo

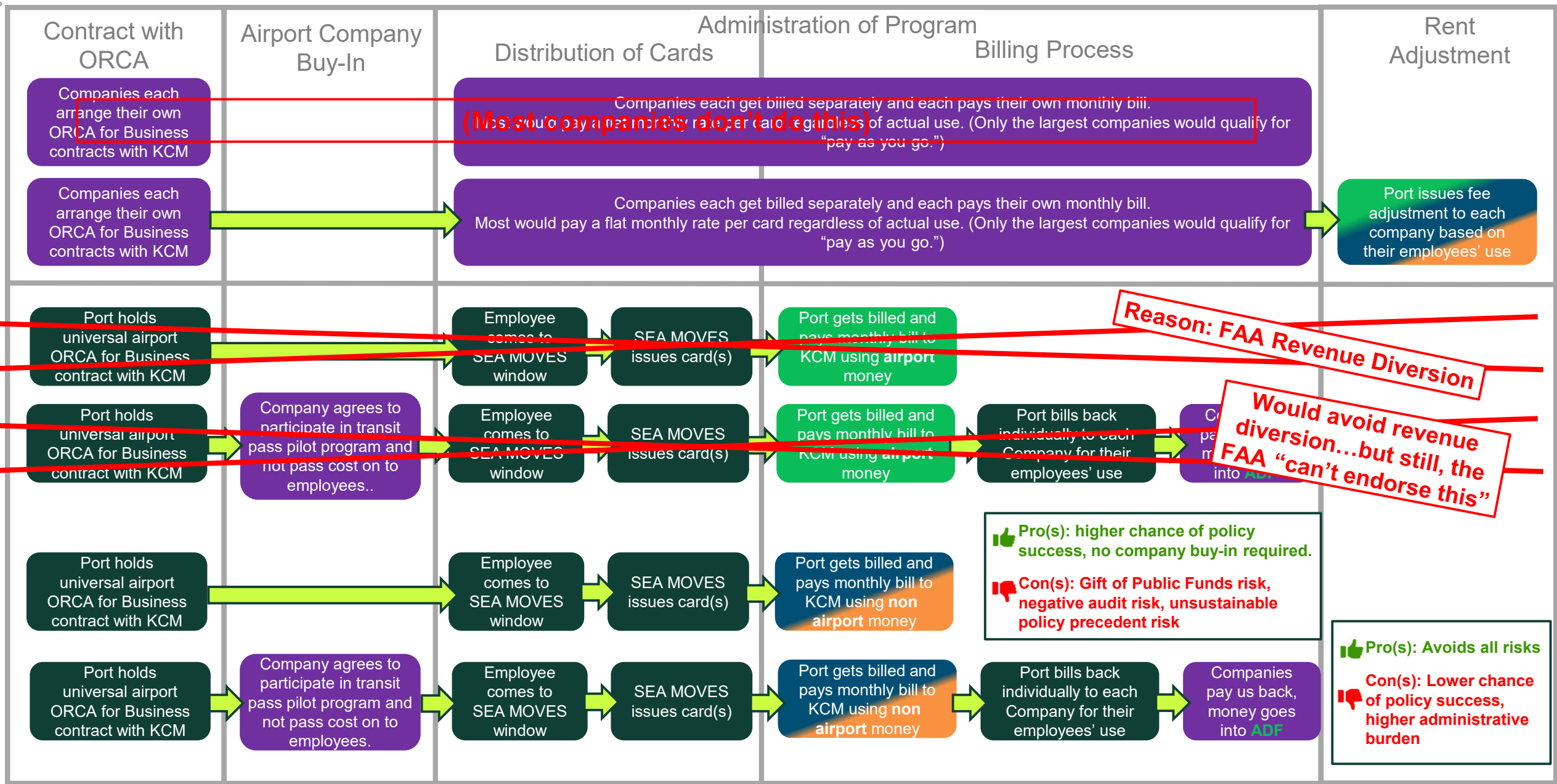
1

2a

2b

3a

3b



Key:

Private Company Action


Port Action

Port transaction using airport money

Port transaction using non-airport money

SEA MOVES' New Airport Employee Carpool Pilot Program

Main Points

- Employees use their own personal vehicles.
- Based in Main Terminal Garage.
- Airport-issued badges used for verification.
- If multiple badges are scanned, a parking validation is printed.
- Only for daily parkers (i.e. folks coming to airport for a shift and then going home). Validation must be used within 24 hours of issuance.





THANK YOU!
QUESTIONS?