



Seattle-Tacoma  
International  
Airport

# SEA Airport Employee Commuting

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Highline Forum

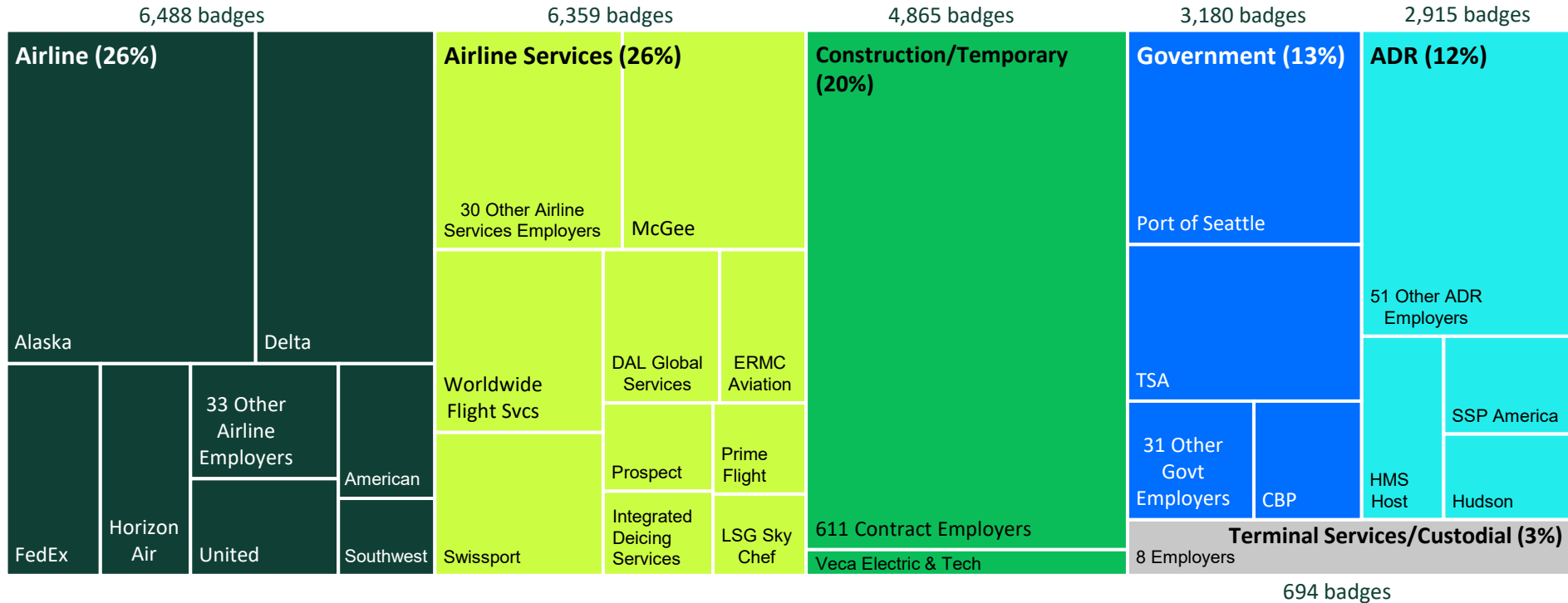
January 28, 2026

# It Takes A Village...



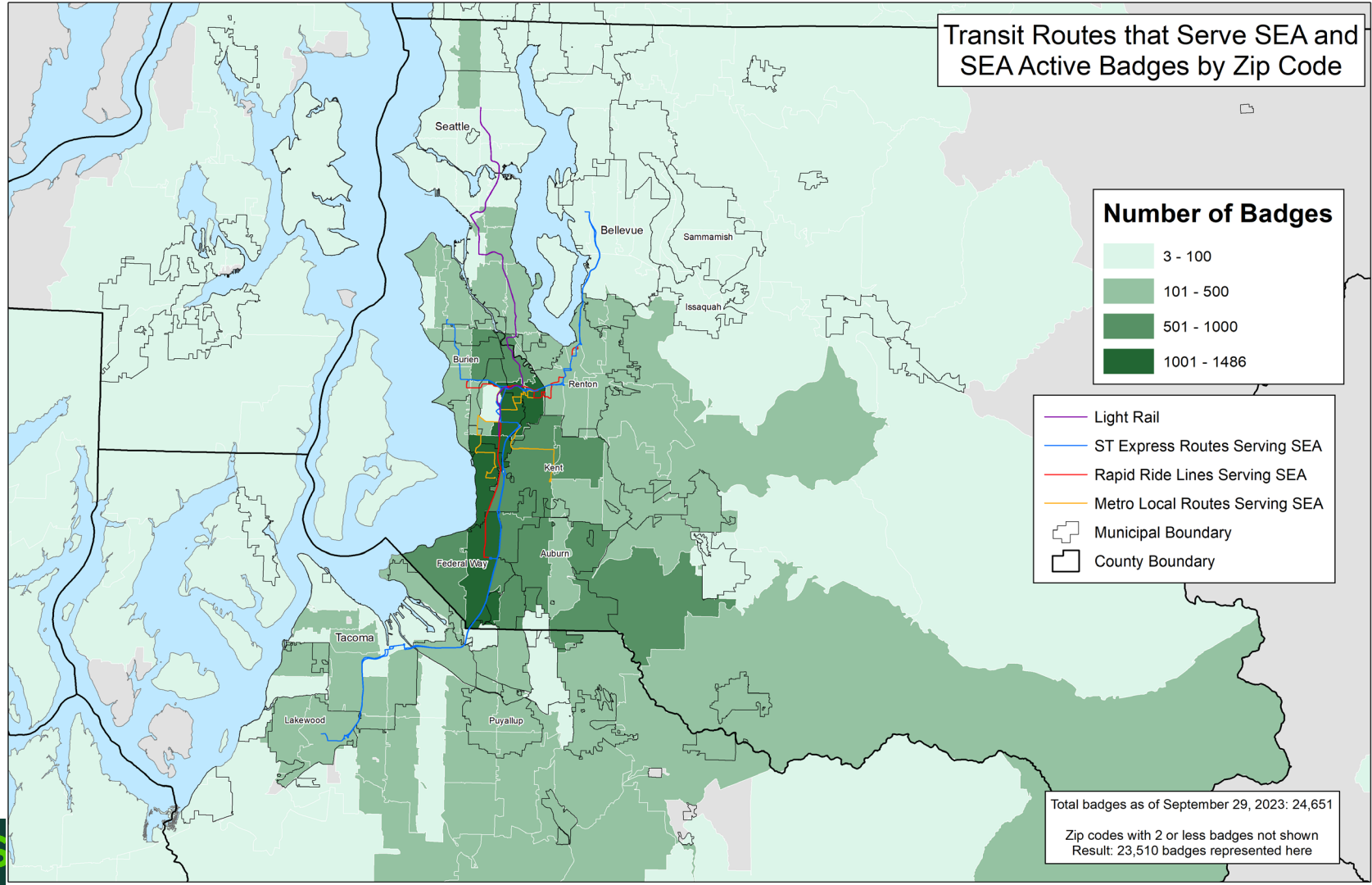
# Who works at SEA? Badge distribution by employer category

24,501 Total Badges (as of December 2023)



Badge Data from December 2023

# Transit Routes that Serve SEA and SEA Active Badges by Zip Code

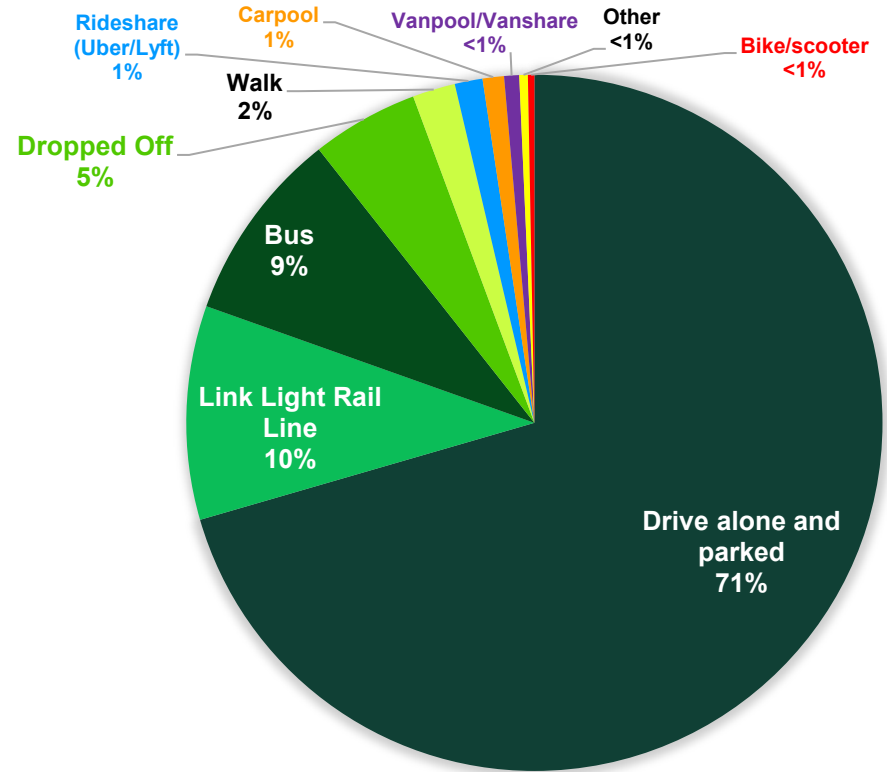


# Airport employee commuting

## Motivations, Trends, and Observations:

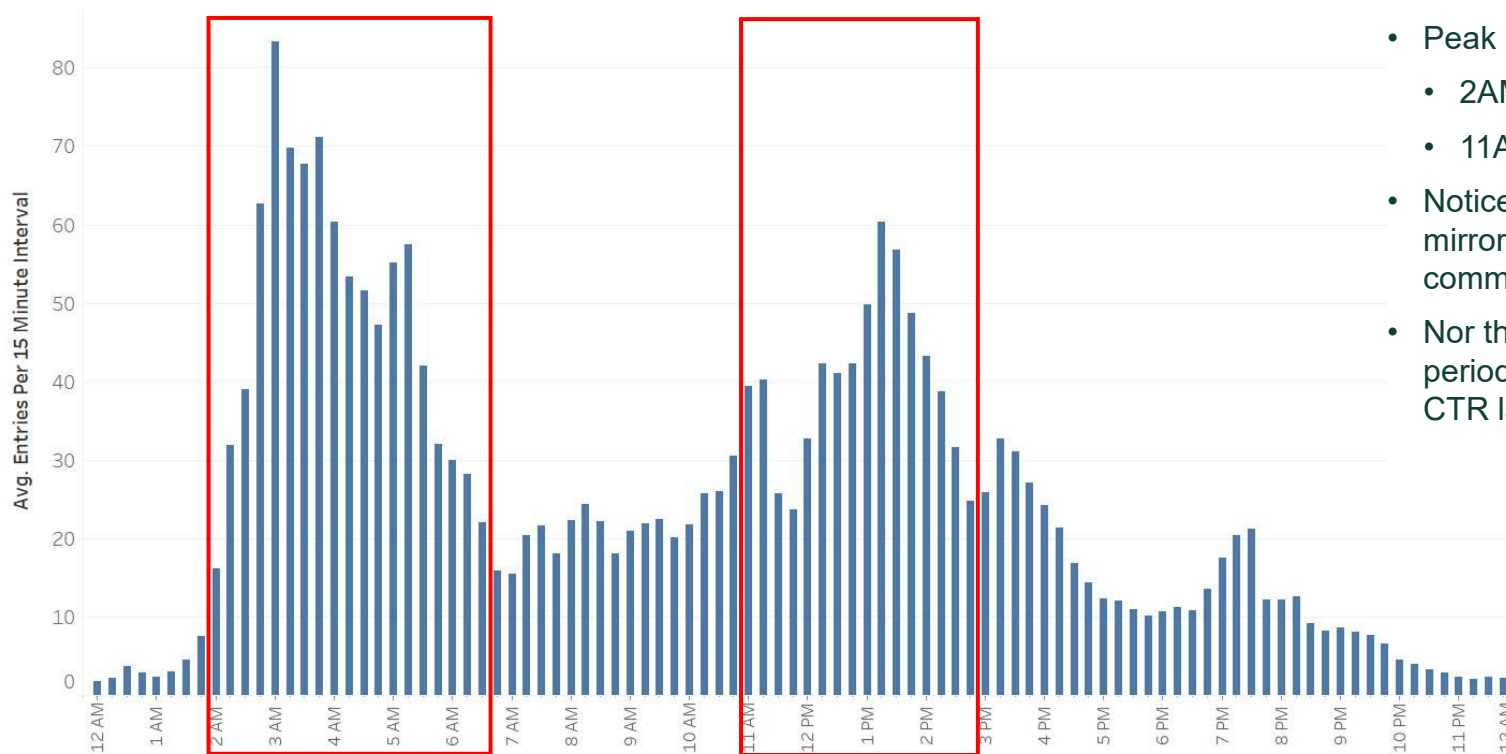
- More cost-motivated compared to passengers since they are commuting to SEA every day; desire **reliability and predictability**.
- Also time-sensitive (shift start time) but willing to take longer commute if the **less costly** option.
- For many employees, **public transit simply is not a good option**.
- 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



# 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





# 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.



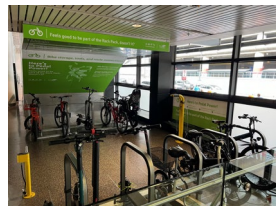
New Airport Employee Transit Pass Pilot Program



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

New Active Transportation Familiarization Program

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



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



Airport Employee Commuter Bus Service Feasibility Study

GO > SFO  
SHUTTLE

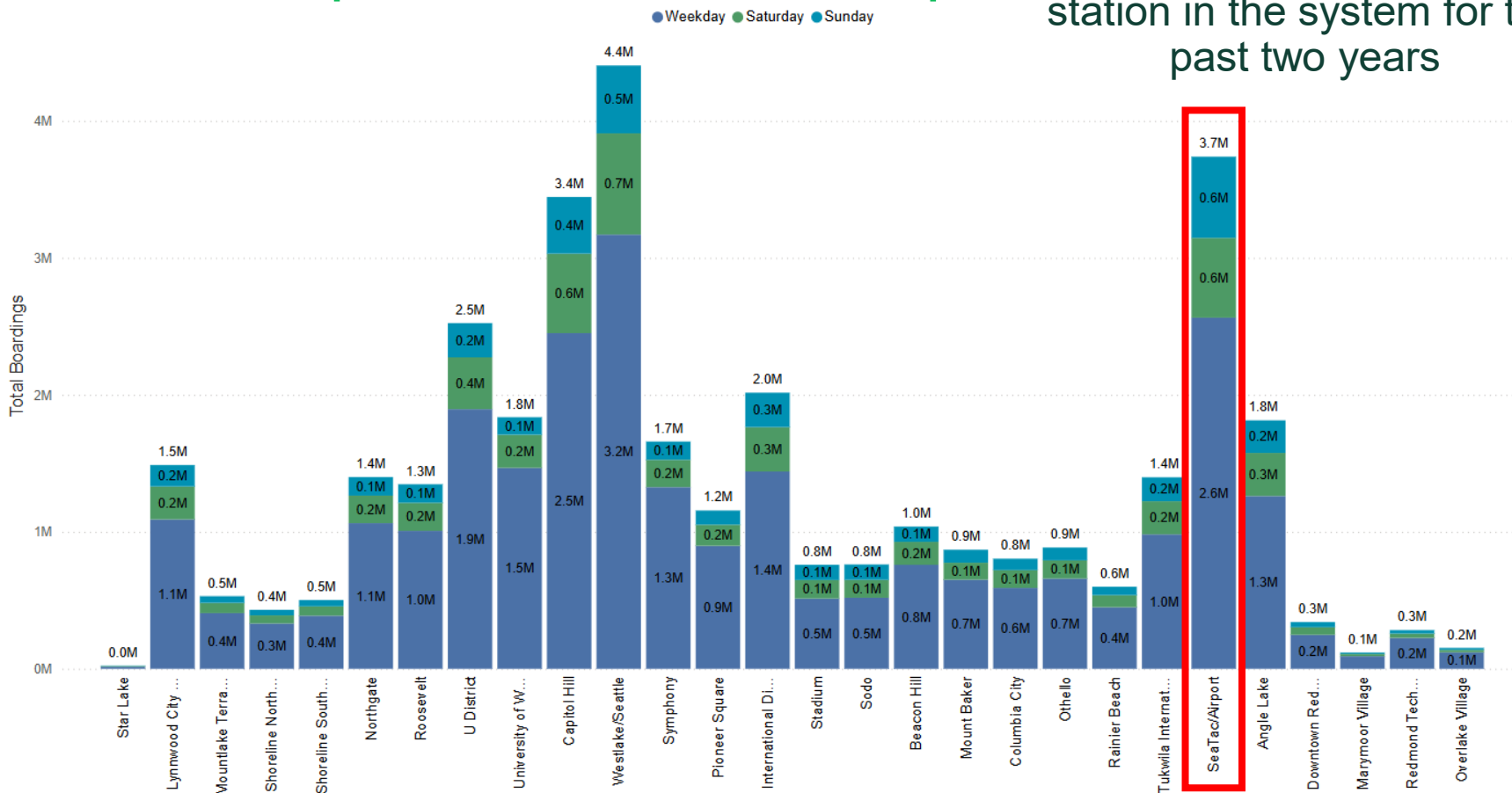
Survey, modeling, assessment





# SeaTac/Airport Station Ridership

Second-highest performing station in the system for the past two years



Source: Sound Transit ridership data on total boardings per station for 2025  
<https://www.soundtransit.org/ride-with-us/system-performance-tracker/ridership>

# New Service Starting in March!

Spring Service Change –  
March 28, 2026

## Sound Transit New Overnight Bus Pilot

### During light rail operational hours (current status quo):

- Light rail runs between Federal Way and Lynwood between 5am-12pm
- ST 574 runs a normal schedule between Lakewood and SEA Airport

### When light rail is shut down overnight:

- A bus running between SEA and Downtown Seattle every half hour between 12-4am
- ST 574 continues to operate their standard few runs overnight



## Light Rail across Lake Washington begins operating!

- Transfers between the 1 Line and 2 Line happen at International District-Chinatown Station

## Contactless Fare Payment Debuts

- You will be able to pay your fare by tapping a credit card.
- Adult fares only, one card per person. Good for visitors.



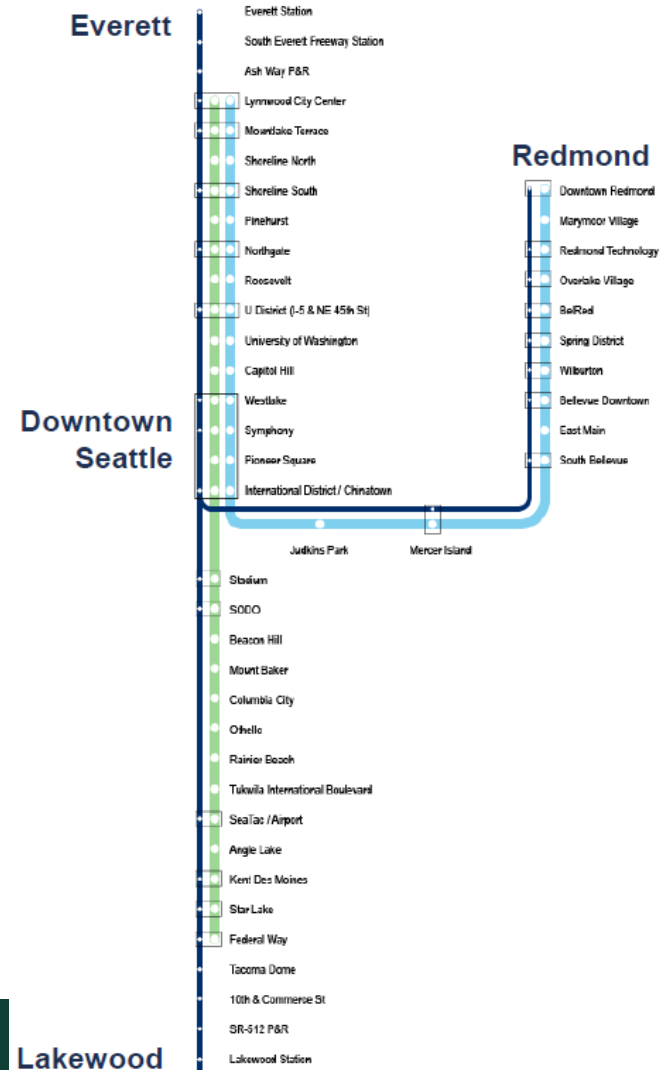
# Fall 2026: Brand New Overnight Service along Link Corridors

## During light rail operational hours:

- ST 574 will only run between Lakewood and Federal Way station
- ST 574 will be upgraded to ST's "Frequent All Day Service" standard: 15 min headways or better on weekdays between 6am-6pm
- Outside those times (6pm-midnight) and on weekends it's more like 30 min

## When light rail is shut down overnight:

- No ST 574
- Instead, a bus a busy will run from Lakewood all the way up the I-5 corridor, stopping at all stops up to SEA.
- A range of 15-60 min headways overnight in general, for the southerly route aiming for 30 min overnight.



# Thank you! Questions?



## SEA

Seattle-Tacoma  
International  
Airport

Operated by the  
Port of Seattle

FlySEA.org

